

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

JUNE, 1967



**Chief
Negotiator
Frank E. Fitzsimmons**

Freight Contract Ratified Overwhelmingly



LABOR'S PLACE IN HISTORY

—Upon Reaching 21—

REMEMBER that magical day when you reached your 21st birthday?

For a moment, or even for a few months, the magic of the day itself served as an opiate to remove you from the realities of becoming of age. If you felt suddenly released from parental restrictions and filled with pride at the sudden fulfillment of your citizenship, that surge of rightful pride soon lost some of its sheen when exposed to the realities of adulthood.

So it will be in 1968 with the nine million persons in this country who will turn 21 years of age.

For many of these nine million, life will continue to provide a golden spoon from which to feed. For many, many others, unfortunately, brushing up against reality will soon erode the sheen from the magical day.

National Economic Research Associates, Inc., consulting economists, point out there has been an extremely high rate of unemployment among teenagers for the past six years. Many young people entering adulthood are already considered chronically unemployable.

On the other hand, institutions of higher learning will be turning out huge numbers of highly qualified college graduates who will possess knowledge and skills which today are the prerequisite for the golden spoon.

For others, the prospect is not so bright. In a country at war, the uneducated and un-deferred can expect special attention from the nation's draft boards. Many who will reach 21 next year will already have experienced the tortures and ravages of combat in a far-off land in a war with a credibility gap.

Many, who throughout their youth were victims of the color of their skins, will find their new adulthood a difficult problem, indeed. Faced with an explosive 41 per cent increase in the number of Negro teenagers from 1960 to 1966, this nation could not provide sufficient employment opportunities for them, since the number of jobs for teenagers expands slowly, if at all.

Many, whose disadvantage has been disguised behind a white skin, will find the situation only slightly better. Their population increase of 26 per cent also far exceeded job availability.

However depressing the prospect of becoming 21 next year might seem, these young adults have a lot of precedent going for them.

Before them, their mothers and fathers faced that magical day in the height of the depression of the 1930's, or on the battlefields in Europe and in the Pacific during World War II, or in other difficult circumstances which they all overcame.

With a little bit of understanding from the senior population, with a greater concern for the problems which abound in the continental limits of this country and less concern for the private problems in other parts of the world, with a little more desire by the senior population to properly utilize the nation's most valuable resource, those reaching adulthood next year will fare well.

If a little bit of advice from those of us who long ago lost our sheen will help, that advice might well come from the obligation given a new Teamster member:

"Do nothing that will harm a brother."

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**Employer Groups Working
Night and Day Promoting
Anti-Labor Legislation**



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The



FIELD

Teamster Wins Archery Crown

Ed Sharp, a member of Teamster Local 898 in El Centro, Calif., recently won one of the nation's most competitive bow-and-arrow contests—the Southwestern Sectional Archery Championship at Albuquerque, N.M.

Sharp, who has been firing his 41-pound bow for only 2 years, had to best a field of 180 archers from the 7 western states to win the crown.

Veteran Officer Dies In Pittsburgh

James S. Boucher, long-time secretary-treasurer of Teamster Local 211 in Pittsburgh, Pa., died recently.

Boucher, was employed by the Pittsburgh Press for more than 25 years.

Truck Driver Active On Community Board

Felix R. Monteiro, a member of Teamster Local 59 in New Bedford, Mass., is a member of that city's community action program known as ONBOARD, Inc., and has also been named to a 28-member advisory board on the national scene.

Monteiro is employed by Perini Construction as a truck driver and is active in many civic groups in the New Bedford area.

Massachusetts Local Aids Marine Program

Teamster Local 404 members in Springfield, Mass., recently responded to a plea from the U.S. Marines for assistance in a program to rebuild war-torn South Vietnamese villages.

The local union donated \$500 from its general funds. Members at the meeting passed the hat and collected another \$50 to add to the sum.

Joint Council Helps School After Fire

Teamster Joint Council 32 of Minneapolis, Minn., helped keep a suburban elementary school going recently after fire destroyed 14 classrooms.

The council paid the wages of 4 drivers and an employer donated 2 trucks to haul desks from a school in nearby Coon Rapids to another school building where classes were resumed.

Ralph L. McCartney, superintendent of the Brooklyn Center school district where the fire occurred, wrote a letter of appreciation to Fred Snyder, secretary-treasurer of Teamster Local 544, thanking him for arranging the aid.

Wrote McCartney in part: "It is heart-warming to see the compassion of sturdy men and vital organizations like yours. . . ."

Oregon Teamsters Open Eye Clinic

An eye-care clinic has been established by Teamster Local 162 at the Teamsters Union building in Portland, Ore.

The clinic is equipped not only to test for and fit glasses, but to provide treatment for such ailments as pink eye, styes, etc.

The clinic augments a pharmacy service also operated in the building by Local 162.

1,500 Honor Annand At Testimonial Dinner

Some 1,500 representatives of labor, management, and the public honored John M. Annand, retiring president of Teamster Joint Council 42 in Los Angeles, at a testimonial banquet recently.

Included among the tributes to Annand were resolutions from both houses of the California legislature honoring him for his labor record.

Annand also received scores of plaques, gifts, remembrances, and other tributes as well as a gift from the joint council which he served for 15 years.

Retiring Teamster To Teach Boxing

David Harris, a one-time professional boxer who fought many ring greats, retired recently as a dock worker after many years on the roster of Teamster Local 357 in Los Angeles and has gone into teaching boxing.

Davis, a light heavyweight for 7 years as a pro, quit fighting in 1931. Among his foes was Jack Dempsey who kayoed Harris in 3 rounds at Elko, Nev., in 1930. He also fought Gene Tunney in the Paris stadium in 1918 for the A.E.F. championship, coming out second best in the amateur test. Needless to say, both Dempsey and Tunney held the heavyweight championship.

Harris plans to teach boxing at a local health club, free of charge, just to keep active and help boys who are interested in the art of fisticuffs.

Message of the General Vice President



The Agreement

AFTER NEARLY five months in collective bargaining, we have reached a successful conclusion to our attempts to gain a renewal of the National Master Freight Agreement.

The conclusion of these negotiations marks the end to a momentous task. It all began with meetings in the local unions at which members expressed their desires for improvements in the existing agreement. From those meetings the drafting committee took over and compiled an agreement which was approved by the policy committee made up of representatives of all local unions involved.

When the proposal was finally adopted, our General President James R. Hoffa presented the proposal to management and negotiations began. The story of the employer lockout, the Chicago meetings and the final presentation by management of an acceptable offer are now history.

If there is one important lesson to be gained from these negotiations, it is the simple lesson that, when left alone, collective bargaining does work. Those who think otherwise might now ask themselves where we would be had the government stepped in with a Taft-Hartley injunction when the employers staged their lockout.

I would like to express appreciation to those who spent so many hours bringing this agreement to a successful conclusion.

First, I would like to express appreciation to Secretary of Labor Willard Wirtz and Under Secretary of Labor James Reynolds who were instrumental in keeping employers at the bargaining table when they would rather have broken off negotiations and let their lockout create a crisis in transportation.

Next, appreciation is due the local union officials involved who spent many hours travelling to Washington, D. C., waited many hours while negotiations were in process, and who cooperated

on short notice so that the mail referendum could be conducted quickly.

Officials of the Labor Department performed yeoman service by participating in the planning and conduct of the mail referendum which was the largest union referendum ever conducted. They worked around the clock and were certainly instrumental in making the operation so smooth.

Employees of Merkle Press in Washington, D. C., where the referendum was conducted, worked long hours preparing for the vote and performing the labor in the tabulation. Their efforts are appreciated.

Since late last year, employees on the staff of the International Union have been working, getting ready for negotiations, during negotiations, and during the referendum.

But, most of all, I want to express my appreciation to the members covered under the agreement who stayed on the job even though it might have seemed better to walk off and draw the issue tight more quickly. However, it was through the patience of the members that your negotiating committee was able to reach the agreement which was finally accepted.

You, the membership, have demonstrated for the entire nation that your interests lie not only with what you can receive in negotiations, but also that your interests are with the public welfare and in making collective bargaining work.

You have done just that, and I want to thank you on behalf of myself, the general executive board, and your local union officials.

A handwritten signature in cursive script that reads "Frank C. Hoffa".

Largest Referendum Ever

Membership Overwhelmingly Ratifies National Master Freight Agreement

In the largest union mail referendum ever conducted, Teamsters working under the National Master Freight Agreement have ratified the recently negotiated contract by a 4 to 1 margin. Shown here are employees of Merkle Press preparing materials to mail to Teamsters throughout the nation. Each member received a ballot, a copy of the supplement under which he works, a sheet of voting instructions and secret ballot envelopes for returning his vote.

MEMBERS covered by the Teamster National Master Freight Agreement have given a 4 to 1 approval to the recently negotiated contract in the largest union mail referendum ever conducted.

Thus, negotiations begun early in January by Teamster General President James R. Hoffa were successfully brought to a conclusion by General Vice President Frank E. Fitzsimmons.

The overwhelming ratification vote by the members involved has strengthened the concept of national bargaining in the trucking industry, with management recently having approved the concept in a vote among its executives.

Also strengthened was the Teamster pledge to the nation that the Union would never engage in a nation-wide strike to obtain its objectives in national bargaining.

However, the country was subjected to a two-day shutdown of trucking services when the employers locked Teamster members out of their jobs during negotiations in an effort to create an atmosphere from which its friends in the Congress could generate anti-strike and anti-labor legislation.

In announcing the results of the Teamster membership ratification, General Vice President Frank E. Fitzsimmons declared:

"The conduct and the results of this mail referendum among Teamster members should once and for all put to rest the minds of those who continually tell the world that only a small minority has a say so in determining what shall be in a union contract and what the contents of that agreement shall be."

Fitzsimmons expressed the pleasure of the Teamster General Ex-





Under the supervision of the U.S. Department of Labor, workers assemble materials for mailing to members in referendum just completed (photo left). In center photo, returned ballots are separated and made ready for counting.



In photo right, counting process begins as General Vice President Frank E. Fitzsimmons watches workers begin opening envelopes containing the ballots.

executive Board at the results of the referendum and said:

"We are extremely pleased because we have given everyone involved an opportunity to express themselves on this agreement."

More than 70 per cent of those eligible to vote returned their ballots.

The entire referendum was under the supervision of the U. S. Department of Labor which approved and participated in the operation of the referendum from the beginning to the end.

Fitzsimmons noted that the approval of the National Master Freight Agreement sets a guideline for subsequent agreements for 150,-

000 to 200,000 Teamsters in the industry, bringing to 450,000 the number working under the National Freight Agreement and allied contracts.

Bargaining on the agreement began early in January when Teamster General President James R. Hoffa presented union demands to the industry. The only crisis in the bargaining came when members of Trucking Employers, Inc., locked Teamsters away from their jobs for two days in an attempt to get the government to step into contract talks and to create a crisis from which Congress might enact anti-strike and anti-labor legislation.

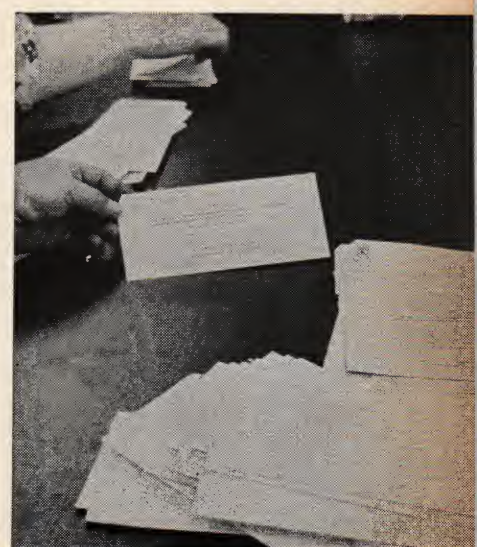
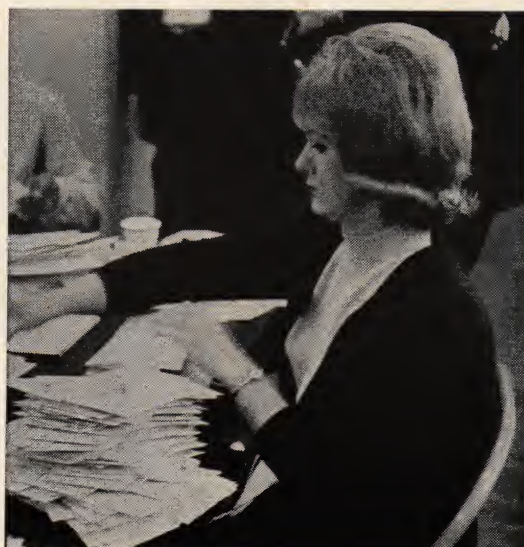
However, through the insistence of Teamster General Vice President Frank E. Fitzsimmons and his negotiating committee, the U. S. Department of Labor through Secretary Willard Wirtz and Under-Secretary James Reynolds, and officials of the Mediation and Conciliation Service, employers were brought to the bargaining table continuously.

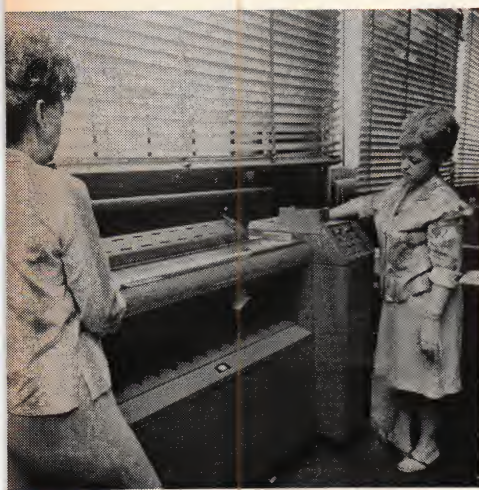
The negotiations took on an inter-city complexion when they shifted to Chicago from Washington, D. C., where an employer lockout and a strike by an independent union there complicated negotiations.

With the National Master Freight

Labor Department officials, photo left, open first secret ballot envelope as counting on referendum began at midnight Friday, May 26th. In center photo, worker removes

ballots from secret envelopes, sorting yeas from the nays. In photo right, a yes ballot contains the message, "Bring our Jimmy back."





After ballots were sorted into yes and no piles, they were taken to this electronic sorter and counted, photo left. Center photo shows General Vice President Frank E. Fitzsimmons (center) with John McIntyre, president of Merkle Press (left) and John Gentry, assistant to Undersecretary

of Labor James Reynolds, checking computer tabulations as the vote was counted. In photo right, Lawrence Steinberg, of the General Presidents' office, and Labor Department official Henry Queen, read a note which accompanied a member's ballot.

contract conditioned upon equality with any separate agreement employers negotiated with the independent union, important meetings in Chicago finalized the agreement. Out of the Chicago meetings came an even better National Master Freight Agreement than had previously been agreed upon.

Even though members of Con-

gress friendly to the employers were calling for anti-strike legislation and application of the Taft-Hartley cooling-off period, newspapers throughout the country were praising the bargaining approach and patience of the Teamsters. A Washington (D. C.) Post editorial proclaimed:

"The settlement of the trucking

dispute after a very brief lockout came as an unexpected dividend. When Trucking Employers, Inc., closed down their operations in a bid for invocation of the Taft-Hartley Act, it was feared that the tie-up might be prolonged and that governmental action might be essential to settle it . . .

"... A less savvy union president

General Organizer Ken Silvers (white shirt) checks a spoiled ballot with Frank E. Fitzsimmons as Labor Department officials look on.

Fitzsimmons and McIntyre check an eligibility list with the help of International Brotherhood of Teamster Comptroller William Mullenholz.





Procedure is checked by Merkle vice president Thomas Crowell, Labor Department official Barney Hicks, McIntyre, and Gentry as tabulation continues.

than Frank E. Fitzsimmons might have seized upon the employers' ill-advised lockout for an excuse for ending negotiations. Instead, the union went into more intensified collective bargaining. . . ."

Acceptance of the agreement by the membership means an immediate minimum increase of \$10 per week on the hourly rate, with all increases retroactive to April 1, 1967, immediate improvements in health and welfare and pensions, vacations, and many other improvements.

The new agreement will run until March 31, 1970.

A happy General Vice President Frank E. Fitzsimmons reacts to final vote tabulation, a 4 to 1 ratification of the National Master Freight Agreement. With him are John Gentry and Barney Hicks of the Labor Department. They had just completed the largest union mail referendum ever undertaken.



Highlights of New National Master Freight Contract

1. *Hourly rate:* 25 cents first year; 15 cents second year; 15 cents third year.
2. *Mileage:* One-half cent 1st year; one-quarter cent 2nd year; one-quarter cent 3rd year.
3. *Vacations:* 3 weeks after 10; 4 weeks after 15.
4. *Pensions:* \$1 per week increase in employer contribution both 2nd and 3rd years of the agreement.
5. *Health and Welfare:* \$1 per week increase in employer contribution beginning 1st year of the agreement.
6. *Funeral Leave:* Two days funeral leave with pay in the event of death in the immediate family.
7. *Call-In Guarantee:* All areas; 8 hours (except "frozen" on trip rates); 4 hours if not put to work; 6 hours for city and 4 hours if not put to work.
8. *Double Bottoms:* Drivers dispatched with double bottom, paid double rates to final destination, even though drop boxes en route. If start out single but become double en route, paid doubles rate from pickup of 2nd trailer to destination.
9. *Military Clause:* Employer to pay health and welfare and pension contributions during 2-week summer training.
10. *Seniority After Layoff:* Retained for 3 years instead of 2.
11. *Moving Expenses:* Employer responsible for loss or damage to household goods.
12. *Suspension, Revocation of License:* If due to employer's instructions, employer to guarantee regular earnings for duration of suspension.
13. *Meal Period (City):* Employee paid if required to work during meal period.
14. *Safety Equipment:* Employer to place "OK" on repaired equipment in conspicuous place for driver. Joint Union-Employer Safety Committee established. Rain gear and protective clothing furnished specified employees.
15. *Change of Operations:* Specific contract provision that employer must have advanced approval before the change.

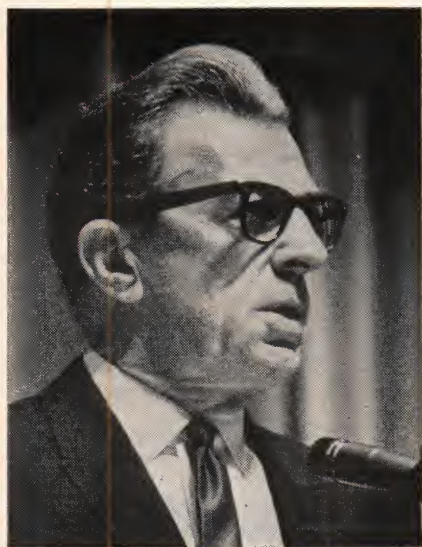


Conference Chairman and International Union Vice President Einar O. Mohn was the headline speaker at the 27th meeting of the Western Conference of Teamsters. Mohn challenged delegates to gear for the challenges of tomorrow, and advised that union leaders need to pay greater heed to the wishes and desires of the younger members of the union declaring that "the nation's youth lives in a world

beset with social and economic problems and a technology great enough to put a man in space, but still settles arguments by killing people. And, it's not comforting that the AFL-CIO couldn't have a more meaningful, forceful and leading impact on the social, civic and economic problems of the day," Mohn declared.

Meeting Challenges

Western Conference of Teamsters Holds 27th Meeting in Los Angeles



Ted Merrill, president of the Joint Council No. 42, opened the 27th Western Conference of Teamsters, declaring that "we will continue to demonstrate cooperation and brotherhood against our external enemies as well as those within the organization whose interests differ with the majority."

THE 27TH meeting of the Western Conference of Teamsters met last month in Los Angeles, amid a theme of meeting the challenges of the future set by Conference Director Einar O. Mohn.

The meeting was attended by several members of the International Union general executive board. Delegates were disappointed when General Vice President Frank E. Fitzsimmons



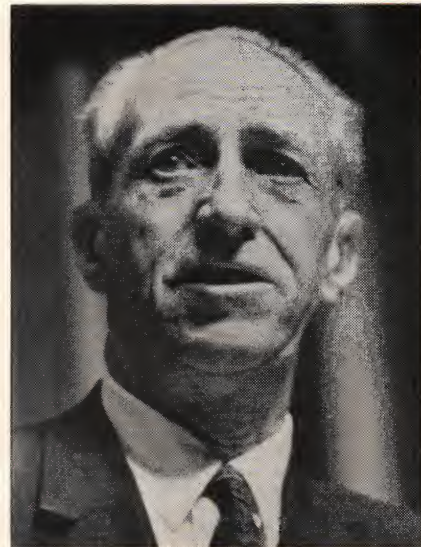
**Conference Director
Einar O. Mohn**

was unable to attend because of negotiations in the National Master Freight Agreement.

Hosting the meeting was Joint Council No. 42, whose President Ted Merrill challenged delegates to stay alert to the continual threat of anti-labor legislation. Merrill declared that the future holds great promise depending upon the performance of organized labor. Merrill declared:

"We are the largest and strongest union in the world, and with the unity and cooperation we have demonstrated in the past, we will continue to progress, service our members, and meet the challenges of the day."

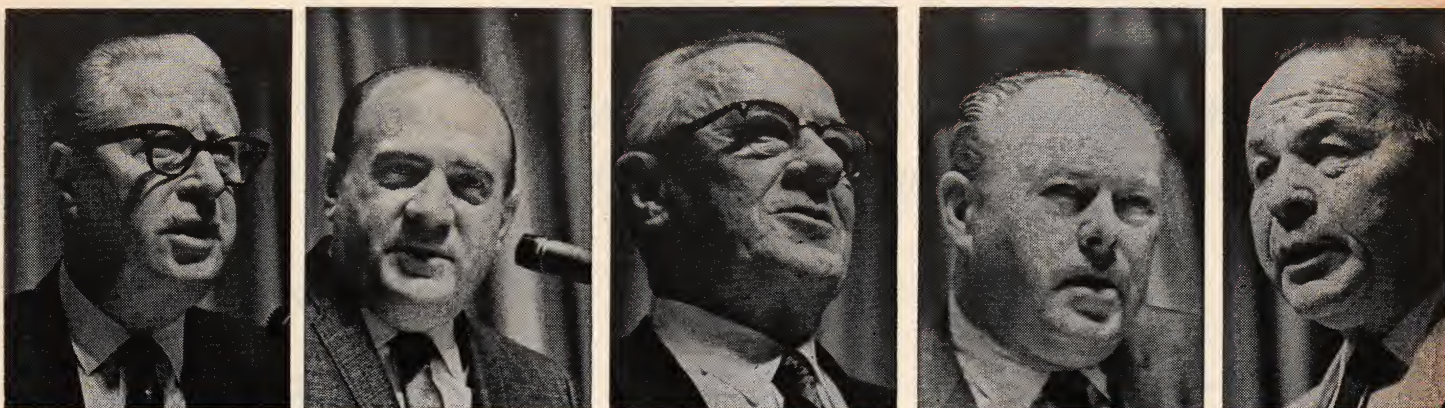
Delegates to the meeting elected the following policy committee:



ILWU President Harry Bridges declared to WCT delegates that he couldn't let the occasion pass to renew the pledge of his organization to work toward the vindication of Teamster General President James R. Hoffa. Bridges declared that the pledge is even stronger today than ever before.

Mohn, director; Herbert C. Bailey, William F. Carter, John H. Dillon, Frank Donovan, Joseph M. Edgar, Norman E. Finley, Alvin E. Hill, Edward M. Lawson, George F. Leonard, Floyd Mendenhall, Mark J. O'Reilly, Wendell Philips, Robert L. Rumpy, George Sebestyen, Gerald A. Shearin, James F. Ward, Arnie Weinmeister, and Thomas L. Young.

In resolutions presented to the meet-



Members of the Teamster International Union general executive board addressed conference delegates with the common theme that policies of unity and cooperation which prevailed before are the policies of the International Union

today, with a united front behind the leadership of Teamster General Vice President Frank E. Fitzsimmons. From left to right, Joseph Diviny, Joseph Trerotola, Harry Tevis, George Mock, and Dominick Calabrese.

ing, delegates pledged:

Full support for General Vice President Frank E. Fitzsimmons.

Full support of the Hollywood Candy Company boycott.

Correlating proposed work jurisdiction between Clerks and Teamsters with the Miscellaneous Division and the Western Conference.

Support for full disability pension for members injured on the job.

Support for correcting pension inequities for members who continue to work after age 70.

Conference Director Mohn in his address to delegates said Teamsters must take a hard look at pensions and make some changes. He supported a program of national reciprocity between pension trusts so that members

moving from one job to another will not lose pension credits.

Mohn emphasized that one of the most important areas is with disability pensions, declaring that maximum coverage and benefits are needed in this area.

Mohn declared that health and welfare plans are not meeting the need for which they were originated, that attention must be given to quality, quantity and availability of health services.

In his remarks about younger Teamster members, Mohn declared that actuarial statistics of the WCT reveal that 50 per cent of the Conference leaders will leave within the next five years. He reminded delegates that over 50 per cent of the

nation's population would be under 25 years of age in the next five years.

"The new generation is not wage conscious. We may not like the way they dress, keep their hair or react to their elders, but we must respect their naked honesty when dealing with them," Mohn stated.

"It is not hard to understand why they are disillusioned, bitter, and totally candid. They just don't buy our pious platitudes on civil rights. They want action. They live in a world beset with social and economic problems and a technology great enough to put a man in space but still settles arguments by killing people," Mohn said.

● Beer Ballot

Drivers, warehousemen and dispatchers employed by Colorado Delivery, Inc., wholesale distributor of Coors beer in Colorado, voted for representation by Teamster Local 435 in a recent National Labor Relations Board election.

Alex Rein, secretary-treasurer of Local 435, said 29 workers were eligible to vote. The ballot was 18 for the Teamsters and 7 against.

● Albany Win

Office workers employed at Associated Transport, Inc., freight line in Albany, N.Y., voted unanimously for representation by Teamster Local 294 in a recent National Labor Relations Board election.

Nicholas M. Robilotto, president of Local 294, said 14 of the 15 clerical employees cast ballots in the election.

William Griffin, IBT general organizer and director of the IBT Miscellaneous Trades Division, addressed WCT delegates on the union's boycott of candy manufactured by Hollywood Brands, Inc. Griffin explained the nature of the dispute with the candy firm. The delegates responded by passing a resolution of support for the boycott.



12,500 Involved

Members Ratify Milk Agreements In Northern, Southern California

Separate dairy agreements covering Northern and Southern California and affecting some 12,500 Teamsters Union members were ratified recently.

An estimated 10,000 members in 14 local unions are covered in the new 3-year Master Dairy Agreement negotiated with Southern California milk plants and providing for wage increases in each year.

Additionally, the contract calls for pension increases that will bring members up to the 25-cent per hour plan in 1969 with a provision that no employee will be required to retire until eligible for the increased pension.

A maintenance-of-welfare benefits clause calling for additional contributions from employers became effective immediately. It provides that disabled employees' coverage continues for a period of 1 year after injury.

Southern California Teamsters also won prescription drug benefits for members and their dependents effective

March 1 of next year. Vision care for members also was negotiated.

The Northern California agreement with manufacturers was reached 24 hours before a strike deadline and featured a "protection of rights" provision. The clause gives greater job security. It stipulates that no Teamster covered by the agreement will be subject to dismissal for refusing to walk through a primary picket line that is properly authorized.

Covering some 2,500 employees, the Northern California agreement also increased employer contributions to the pension program to 25 cents an hour.

A 15-cent hourly across-the-board wage increase was gained retroactive to last January and an additional 12½ cents goes into effect at the beginning of the second year of the 2-year agreement.

A vision care program was negotiated similar to that provided in the

fluid milk industry.

Major medical benefits will now be provided for the employee and his dependents and prescription drugs will be continued with the employer paying any additional cost.

If a worker is disabled, the premiums on all welfare benefits will be waived up to a total of 12 months while all benefits remain in effect.

Accumulation of sick leave was increased by 40 hours to a total of 240 hours.

● Raid Beaten

Teamster Local 554 of Omaha, Neb., recently turned back an attempted raid by the Ironworkers as the membership in the Gate City Steel Co., plant voted by a 3-to-1 margin to retain the Teamsters as their bargaining representative.

Albert S. Parker, secretary-treasurer of Local 554, said the National Labor Relations Board election result will now permit the local to go ahead and negotiate a renewal of the contract. Local 554 has represented the Gate City Steel Co., employees for the past 5 years.

● Petroleum

Truck salesmen and plant men employed by Phillips Petroleum Co., in Tacoma, Wash., recently voted unanimously for representation by Teamster Local 313 in a National Labor Relations Board election, according to Clyde Wakeman, secretary-treasurer of the local union.

● Soft Drink

Drivers and warehousemen employed by Canada Dry Corp., of Columbus, Ohio, voted unanimously recently for Teamster Local 413 in a National Labor Relations Board representation election, according to Dale Mann, president of the local union.

Foreign Dignitary



Frank Cousins, leader in Britain's Labor Party and head of the Transport and General Workers Union, was a recent visitor at Teamster International Headquarters. He is shown here, second from left, with Teamster Eastern Conference Director Thomas E. Flynn, General Secretary-Treasurer John F. English, and General Vice President Frank E. Fitzsimmons. Cousins was on a tour of U.S. cities. The Transport and General Workers Union represents a membership of nearly 1,500,000, only slightly less than the membership of the International Brotherhood of Teamsters.

Diviny Named To State Bridge Board

International Vice President Joseph Diviny was sworn in recently as the public member of the California Toll Bridge Authority.

Diviny, a director of the Golden Gate Bridge for the past 16 years, was appointed to the state authority by Gov. Ronald Reagan.

1st Agreement

Steel Warehouse Workers Gain Windfall in Contract

Newly-organized Teamsters employed at Hamsley, Inc., a Brooklyn steel warehouse, gained a \$70,000 windfall along with hefty wage increases in their initial contract negotiated by Teamster Local 810 of New York City.

The \$70,000 arises out of termination of the company's profit-sharing plan and subsequent transferral of all 23 employees to the union's pension program, according to Milton Silverman, president of Local 810. The fund will be pro-rated among the employees on the basis of vested rights.

Wage increases in the 3-year contract immediately brought all rates up to Local 810's standards, providing substantial increases over the life of the agreement.

Health and Welfare

Hamsley, a 100-year-old shop, had operated non-union through the decades until Local 810 organized it and won a National Labor Relations Board election at year's end.

Besides wage gains, the Hamsley workers will also receive health and welfare benefits, including unlimited use of a medical center, free eye care, hospitalization, surgical, maternity, and other benefits for themselves and their dependents.

Other contract terms called for 3 additional holidays, improved vacations, shift differentials, shopwide

seniority, and all past benefits involving sick leaves, and so forth.

Silverman said under the new contract, warehousemen formerly classified improperly as "helpers" will go from \$2.25 to \$2.60 an hour immediately, and in regular progressions continue until they reach \$3.43 an hour

by the termination date of the agreement.

Warehousemen formerly designated as "leaders" at \$2.75 an hour were advanced immediately to \$3.11 and will reach \$3.43 in 3 years.

Some other rate changes involved drivers who formerly got \$2.94 an hour now receive \$3.15 and will attain \$3.63.

Machine set-up men getting \$2.99 an hour advanced at once to \$3.30 and will ultimately get \$3.83. Clerical workers receiving \$2 an hour moved to \$2.35 and will reach \$2.55 an hour.

Recognition for 1,800

Technical and Service Employees At Penn State U., Vote Teamster

Some 1,800 technical and service employees of Pennsylvania State University at University Park, Pa., voted by a 7-to-3 margin for Teamster representation and shortly afterward, Teamster Local 764 of Milton, Pa., was recognized by the university's board of trustees as the bargaining representative for the workers.

The election climaxed a long and vigorous organizing campaign conducted by Local 764 under the leadership of Herbert C. Bright, president, with the assistance of the Eastern Conference of Teamsters.

The local union requested recognition at the turn of the year on the basis of 1,400 signed authorization cards collected during the campaign that started last October.

University officials refused to recognize the Teamster affiliate but in an

unprecedented move did agree to an election to be conducted by the Honest Ballot Assn.

More than 90 per cent of the campus employees cast ballots. The vote was 1,166 in favor of Teamster representation and 472 against. The university then granted recognition.

Negotiations for a collective bargaining agreement were underway before the end of May.

Here is the organizing committee that succeeded in winning Teamster recognition recently at Pennsylvania State University (left to right): Front row—Herbert C. Bright, president of Local 764; Walter R. Elmes, Local 764 secretary-treasurer; Gerald Gerber, attorney; Kenneth H. Dixon, chairman of the committee; Arlene DeLallo, Louise Praskovich, Russell Snare. Back row—Leroy M. Burd, Howard Sharpless, Ned Hockenbrock, Fred Sweeley, and William Mowery.

International Per Capita Shows Gain

Per capita payments to the International Brotherhood of Teamsters in April totaled 1,673,031—an increase of about 142,600 when compared with the figure in April, 1966.

All the Conferences showed an increase in per capita payment compared with a year ago: Eastern Conference 60,481; Central Conference 49,770; Western Conference 22,935; Southern Conference 9,453.

Initiation fees for April totaled 29,355—an increase of nearly 3,000 over the same time in 1966.



Oust Incumbents

Tube Workers Go Teamster In Mediation Board Vote

Teamster Local 641 of Jersey City, N.J., recently was certified by the National Mediation Board as bargaining representative for nearly 200 employees of the Port Authority Trans-Hudson Corp., which operates the Hudson Tubes.

Dominick Calabrese, secretary-treasurer of Local 641 and also an International Vice President, invoked the services of the NMB last September to investigate and determine who may represent, for the purposes of the Railway Labor Act, the clerical, office, station, storehouse, and other employees of PATHC.

At the time application was received, the workers were represented by the Transportation-Communication Employees Union.

A Board-appointed mediator reported that he found a dispute existed among the employees concerned and by direction of the Board, an election was ordered to decide which union the Hudson Tube employees desired.

In the balloting that followed, Local

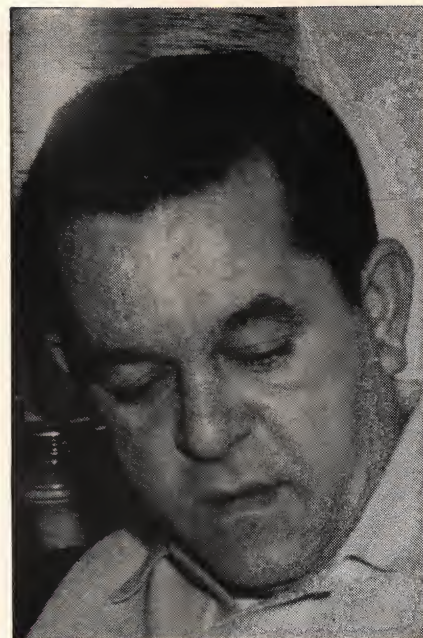
641 received 113 votes, 48 ballots were marked for the losing union, and a single ballot was voided.

In its certification order, the Board further ruled that the carrier and employees in this case are, respectively, a carrier and employees within the meaning of the Railway Labor Act, as amended; that the Board has jurisdiction over the dispute, and that the interested parties were given due notice of investigation.

Rig Lengths Changed in Minnesota

Minnesota Gov. Harold LeVander recently signed into law a bill providing an increase in length for auto transports from 55 to 60 feet. The law retains the 40-foot limit for trailers but permits auto, livestock, and boat carriers to use 45-foot trailers.

Fire Hero



Donald Tremblay, a member of Teamster Local 633 in Manchester, N.H., helped save 4 children in a fire at a neighbor's home. He responded to cries for help and, with the father of the children, smashed in a window to gain entry to the flaming house. Tremblay suffered cuts and burns in the rescue.

• Metal Plating

By a better than 9-to-1 margin, employees at the Sel-Rex Corp., and the Meaker Co., in Nutley, N.J., a metal plating plant, voted for representation by Teamster Local 575 of Newark in a recent National Labor Relations Board election.

John Murawsky, Local 575 business representative, said 72 of the 87 workers eligible to ballot did so. The vote was 69 for the Teamsters and 3 for a Metal Polishers AFL-CIO affiliate.

Car Salesmen



Teamster Local 676 of Collingswood, N.J., has been conducting an organizing drive for car salesmen in the South Jersey area under the leadership of John P. Greeley, president. So far, salesmen at 7 companies have signed up as members of the local union. Shown here at a signing of the first contract providing a 40 per cent increase for salesmen at the Briskin Chevrolet Co., in Woodbury, N.J., are Nate Briskin, head of the company, and Harry Solnek, shop steward, along with the sales crew (standing left to right): Joseph Battaglia, Nestor Suarez, Thomas Joiner, John Morello, Charles Petruzzelli, Harold Johnson, William Zeoli, and Louis Maloney.

Milk Driver Retires With Safe Record

Richard Shaffer, a member of Teamster Local 453 of Cumberland, Md., and a milk driver for 37 years, retired recently with a record of driving more than 2 million miles without a chargeable accident.

Shaffer started his milk route career in 1929 with the H. W. Walker Co., now known as the Berkey Milk Co., of Somerset, Pa.

At St. Louis**Airport Maintenance Fuelers
Vote Teamster, Gain Contract**

Fuelers employed by Allied Maintenance Fueling at Lambert Field in St. Louis, Mo., recently voted for Teamster representation by a 9-to-1 majority and gained their first contract guaranteeing an 80-cent hourly wage gain in 27 months.

Outcome of the election conducted by the National Labor Relations Board was 41 votes for the Teamsters, only 3 for the incumbent International Assn., of Machinists AFL-CIO, and 1 ballot was voided.

The International Brotherhood of Teamsters also represents Allied's fuelers at Kennedy Airport in New York City.

On Strike Eve

Henry Breen, director of the IBT Airline Division, said the agreement was negotiated in conjunction with Teamster Local 618 of St. Louis. The contract, which extends to April 30, 1970, was settled after round-the-clock negotiations right up to the eve of a strike with the assistance of International Vice President Harold J. Gibbons.

Wage increases will be implemented in hikes each 9 months of the agreement. In addition, there is provision for new longevity pay of 1-cent per

hour for each year on the job up to 10 years.

The agreement also provided for a full Central States pension program starting in the third year, Local 618's full health and welfare program, sick leave pay of two-thirds for 21 weeks after a year on the job, 9 holidays, and starting Jan. 1, 1968, an improved vacation schedule including 3 weeks after 7 years on the job and 4 weeks after 12 years.

A full union shop, super seniority for stewards and chief stewards, a no discrimination clause, picket line language, and a full safety program were written into the agreement.

Other Benefits

Fuelers will receive increased differential pay in the hourly rate for all rotating shifts, double time and a half for all work on holidays, overtime on the 7th days at double time rates regardless of whether the employee works on the 6th day, and tool allowances.

There were numerous other gains, such as company-paid parking fees, rest breaks, jury duty pay, bereavement pay, and others.

**Mohn Named
To State
Job Council**

International Vice President Einar O. Mohn, director of the Western Conference of Teamsters, recently was appointed by California Gov. Ronald Reagan to serve on the State Advisory Council of the Department of Employment.

● Industrial Pact

Some 125 members of Teamster Local 404 employed at Nonotuck Mfg. Co., of South Hadley, Mass., recently ratified an initial contract giving them one of the best agreements ever negotiated at an industrial plant in New England.

Carmin P. Napoli, president of Local 404, said the 33-month contract provided for wage increases including a 9-cent-an-hour pay hike retroactive to last August.

Health and welfare, insurance, holidays, vacation schedules and other benefits were either improved or instituted anew over what the Nonotuck workers had as members of an independent "association" prior to the Teamster certification.

**Teamsters,
Machinists
Win Jointly**

Teamster Local 255 and Machinists District Lodge 24 of Portland, Ore., combined together in a joint petition at Parts Exchange Co., of Portland, and won a National Labor Relations Board representation election involving some 40 workers recently.

Larry Vance, secretary-treasurer of Local 255, said the ballot was 31 for union representation and only 1 against. The company rebuilds automotive parts and engages in warehousing.

The new bargaining unit is composed of rebuilders, welders, parts countermen, warehousemen, and truck drivers.

First Pensioner

William Walker (center), is the first member of Teamster Local 854 in Jamaica, N.Y., to retire under the local union's young pension plan. Walker, a member since 1950, is shown receiving his first retirement check from A. E. McDonough (left), president, and Frank Dapolito, recording secretary, of Local 854.

Big Election Victory Scored At Shreveport, La., Company

By nearly a 5-to-1 majority, workers at the Manning, Maxwell & Moore Co., in Alexandria, La., voted for Teamster representation in a recent National Labor Relations Board election.

The victory adds nearly 600 members to the Local 568 roster.

William M. Hays, secretary-treasurer of the Shreveport-based local union, said there were 593 workers eligible to ballot at the plant which is a division of the Dresser Industries, Inc. A total of 458 voted for the Teamsters, 42 cast ballots for the International Association of Machinists, and there were 56 votes for "no union."

Hays said that after 7 weeks of organizing work, the IAM came in and tried to turn the employees from

the Teamsters. However, K. E. Myers, president of the local union, got help from Charles Winters, International organizer based in New Orleans, and the obstacles were overcome with additional long hours of work by R. E. Rimes and Hoyt Rushing.

The victory was significant in that the plant once before had been organized by a federation union which was beaten out after a long strike.

Hays said Local 568 was proud of the organizing committee because the entire campaign consumed only 15 weeks.

• Packers Join

By a margin of 7-to-3, some 600 workers employed by Booth Packing Co., in Ogden, Utah, voted for

representation by Teamster Local 976 in a National Labor Relations Board election.

Kenneth Barrow, secretary-treasurer of Local 976, said the ballot count was 288 for the Teamsters, 110 against, and 36 ballots were challenged. It marked the first time that the plant, which processes rations for the armed services, was ever organized.

Barrow commended Dave Castro of Teamster Local 768 in Hayward, Calif., and Dewey Doss of Teamster Local 983 in Pocatello, Idaho, both of whom aided in the organizing campaign.

Cannery Workers Okay Contract In California

By a 5-to-1 margin, members from 13 Teamster local unions in California recently ratified a new 3-year agreement with the California Processors and Growers representing 91 cannery plants in the state.

John Dillon, president, and Mike Elorduy, secretary-treasurer of the Teamsters State Cannery Council, said the agreement registered large gains in wages and other benefits for a base work force of 5,000 that balloons to a total of 60,000 workers at peak seasons.

Besides wage increases in each of the 3 years, the agreement also included a 5-cent hourly increase in night differential and premium pay for Saturday work during 20 exempt weeks.

Major medical care for regular employees and dependents was included in the contract, along with improved hospital benefits for regular and seasonal employees and hospital coverage for children of seasonal workers. There was a 5-cent hourly boost in employer pension contributions.

Improvements were made in sick leave and job classification provisions. There were also 15 improvements tightening up language on working conditions.

The "sabbatical" leave program inaugurated in the agreement 3 years ago was continued. It enables all regular employees with 15 years on the job to take 9 weeks vacation with pay, in addition to the normal 4-week vacation, once every 5 years.

500th Retiree



A milestone in the history of Teamster Local 200 of Milwaukee, Wis., was reached recently when Max Schwabe (right) became the 500th member to retire under the Teamsters Central States, Southeastern, and Southwestern Area pension program. Congratulating Schwabe while presenting his first pension check to him were Frank H. Ranney (left), and Roy C. Lane, secretary-treasurer and president respectively of Local 200. Schwabe worked under a Teamster contract from 1934 until his retirement.

600 Benefit

Local 856 Completes 1st Contract For San Francisco Hotel Clerks

Climaxing 4 months of bargaining, Teamster Local 856 of San Francisco, Calif., recently completed negotiations on an initial contract covering 600 room clerks employed by 33 major hotels belonging to the Hotel Employers Assn., of San Francisco.

Rudy Tham, secretary-treasurer of Local 856, said the new agreement raises the monthly salaries of the clerks \$54 to \$150 over the life of the 3-year contract. Tham estimated the total pay hike will amount to \$2.5 million for the clerks who joined the Teamsters last September.

The pay raise breakdown, Tham said, provides for a 6 per cent hike retroactive to last July 1, while \$20 to \$50 raises were made retroactive to Jan. 1, 1967. In 1968 and 1969, \$17.30 a month more will be added to the paychecks. Also negotiated were uniform pay scales and elimination of inequities.

Breached Duty in Bargaining

Affirming the trial examiner, the National Labor Relations Board ruled recently that S. Morena & Sons of Jersey City, N.J., bargained in bad faith with Teamster Local 11 of Jersey City throughout several bargaining sessions.

Other unfair labor practices which evidenced the company's bad faith included: Assigning an employee to a different and less desirable job in implementation of earlier threats to discourage union membership; interrogating employees; requesting employees to inform on union activities; stating there would never be a union in the place of work; threatening to release employees who favored the union, and promising wage raises, good jobs, and retention of those workers who sided with the company in disputes.

The Board ordered Morena to cease the unlawful conduct, bargain with the union upon request, reinstate discriminatees to their former positions, and upon their unconditional application to return to work, reinstate striking employees.

For the first time, the 600 clerks, cashiers, and office employees gained a pension plan to be financed by an employer contribution of 5 cents per hour per employee.

The medical insurance plan was improved and the hotels agreed to pay the cost of new dental care and prescription drug programs both for employees and their dependents.

Eight paid holidays were guaranteed annually in the contract, as well as 6 to 15 days of sick leave per year.

● Chicago Victory

Workers at John Plain Co., the big wholesale and mail order firm in Chicago, Ill., voted for representation by Teamster Local 743 in a recent election conducted by the National Labor Relations Board.

Donald Peters, president of Local 743, said there were 361 workers eligible to ballot. The vote count was 166 to 128.

● In Chattanooga

Employees of A. Fassnacht & Sons, Inc., in Chattanooga, Tenn., voted unanimously for representation by Teamster Local 515 in a recent National Labor Relations Board election.

James Roy Sanders, Local 515 secretary-treasurer, said 22 bodymen,

mechanics, painters, welders, and helpers were eligible to vote in the ballot at the heavy equipment repair firm. The vote was 13 to 0 in favor of the Teamsters.

Board Gives Decision To Local 245

Ozark Motor Lines of West Plains, Mo., said the National Labor Relations Board, violated the Act by refusing to recognize and bargain with Teamster Local 245 of Springfield, Mo., majority representative.

The company had contended its refusal was justified because it had a good-faith doubt of the union's majority status at the time recognition was requested.

Unfair Practices

Upholding the examiner, the Board concluded the employer was motivated by a desire to gain time in which to undermine the union's majority. This conclusion was based on other unfair labor practices by the employer which included unlawfully interrogating employees about their union activity; threatening discharge if employees did not withdraw from the union, and promising wage increases, shorter hours, and other benefits to induce employees to withdraw their authorization cards.

The employer was ordered by the Board to cease the unlawful conduct and bargain with the union upon request.

National Carhaul Agreement

Members of the drafting committee for the National Master Automobile Transporters Agreement are shown as they met in Washington, D. C., to prepare the union's proposal for presentation to management. The proposal has been approved by the policy committee and negotiations with management will begin the first week in June. Heading negotiations and seated at the head of the table is General Vice President Frank E. Fitzsimmons.



Tribute to Jim

Eight High School Seniors Selected For James R. Hoffa Scholarship Awards

EIGHT teen-aged youngsters from Teamsters Union families around the nation were notified as their senior high school year came to a close that they were the winners of \$4,000 collegiate grants.

The grants, as provided for under the James R. Hoffa Scholarship Fund, were established by unanimous approval of the delegates to the International Brotherhood of Teamsters convention last summer as a living tribute to the dedicated leadership of General President James R. Hoffa.

The Scholarship Selection Committee said the 8 winners were chosen on the basis of need and scholastic

Michael Bobrik, a warehouseman and member of Teamster Local 202 in New York City. Young Bobrik plans to study chemistry at Columbia University.

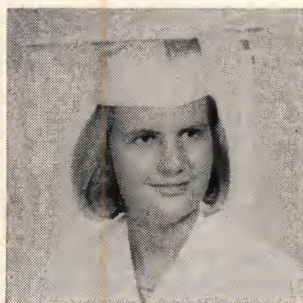
—Paul Bork, son of Norman Bork, a beverage distributor who is a member of Teamster Local 812 in Bronx, N.Y. Young Bork is considering studying engineering and has applied for admittance to Dartmouth and the Massachusetts Institute of Technology.

—William G. Haas, son of George F. Haas, a truck driver who is a member of Teamster Local 179 in Joliet, Ill. The youngster plans to take a pre-law course at Northwestern Uni-

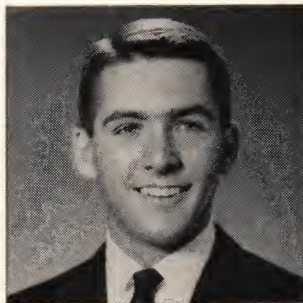
Local 595 in Los Angeles, Calif. The youth is looking forward to studying mechanical engineering and has made application to Princeton University.

—Austin K. Mircheff, son of Austin K. Mircheff, Sr., a bakery driver-salesman who is a member of Teamster Local 276 in Los Angeles, Calif. The boy wants to study biochemistry or molecular biology and do research in this area. He has applied to Yale.

—Barbara Jean Turnham, daughter of Newell O. Turnham, a machinist lead man who is a member of Teamster Local 769 in Hialeah, Fla. Barbara wants to study the humanities and has made application to the Uni-



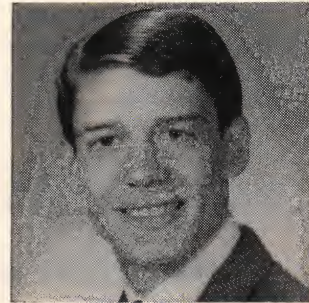
Barbara Turnham



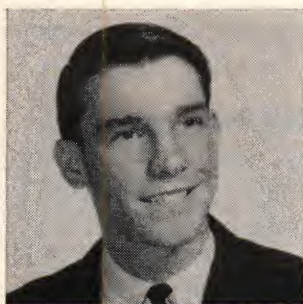
William Haas



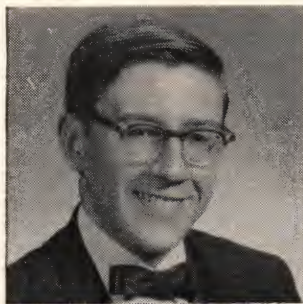
Jerry Morgan



Austin Mircheff



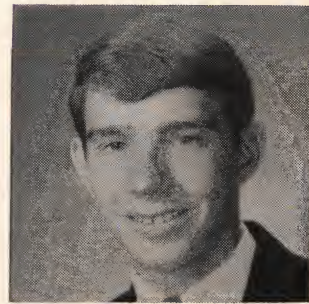
Michael Clutter



Michael Bobrik



Paul Bork



Douglas Miller

achievement—as directed by the convention resolution—from a total of 4,500 applicants. There were 2 winners from each Area Conference, also a convention stipulation.

The scholarships provide for \$2,000 a year for 2 years for a total of \$4,000 per student. The cost of the grants totalling \$32,000 annually will be paid by the IBT general treasury.

First winners of the Hoffa scholarships were:

—Michael A. Bobrik, son of

versity.

—Douglas E. Miller, son of Vernon Locke Miller, a bakery driver-salesman who is a member of Teamster Local 377 in Youngstown, Ohio. Douglas plans to study mathematics in college, possibly with a view to teaching. He has made application to Princeton, Dartmouth, Oberlin and Yale.

—Michael John Clutter, son of John G. Clutter, a grocery warehouse worker who is a member of Teamster

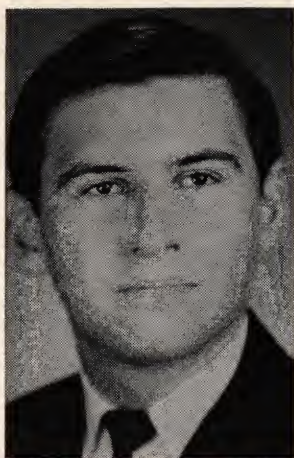
versity of Florida, Duke University, and Bridgewater College.

—Jerry Wayne Morgan, son of William T. Morgan, a truck driver who is a member of Teamster Local 549 in Kingsport, Tenn. Young Jerry wants to study chemistry or accounting at the University of Tennessee.

All the winning applicants were extremely high in scholarship standings and active in their high school programs.

Sidney Zagri Scholarship Winner

First winner of a 2-year college scholarship worth a total of \$4,000 and named in honor of the late Sidney Zagri, DRIVE director and Teamsters Union legislative counsel, was Gary Goldstein, son of Norman



Goldstein, secretary-treasurer of Teamster Local 769 in Hialeah, Fla.

The grant is funded by contributions made to the Zagri Scholarship Fund, an independent program, established after Zagri's death by his wife, Katherine.

Young Goldstein plans to take a pre-law course at Dartmouth and hopes to join the Teamsters organization some day.

Michigan Local Wins NLRB Case

G.P.D., Inc., of Ferndale, Mich., violated the Act by refusing to recognize and bargain with Teamster Local 337, majority representatives, and committing other violations said the National Labor Relations Board in a recent decision.

Sustaining the trial examiner, the Board rejected the employer's defense of a good-faith doubt of the union's majority status. On the contrary, said the Board, "the company rejected the union's bargaining request, not because it entertained a good-faith doubt . . . but because it rejected the collective bargaining principles and was seeking time within which to evaporate the union's strength."

Other violations by the company included threatening discharge and loss of earnings to discourage union membership; discharging Michael Zamm and Joseph Paladino because of their union activity, and refusing to reinstate Leonard Andrus and George Morris, unfair labor practice strikers, after they made an unconditional offer to return to work.

The Board ordered the employer to cease the unlawful conduct; bargain with the union upon request; reinstate the 4 employees, and reimburse them for their losses.

Youth Comments on Life

Hoffa scholarship winners, in the process of making applications for the grant, came up with some lofty, mature remarks concerning their views and goals in life. In each case, the scholarship selection committee found itself influenced by such statements as:

"I would like to do something to serve my fellow man in a direct way . . ."—Barbara Turnham.

"My chief consideration in choosing a way of life would be to put me in a position to help and to give . . ."—Michael Clutter.

"In general, I hope to use what knowledge I have to increase the knowledge of myself and of others . . ."—Douglas Miller.

"I will try to transform scientific theory and discoveries into practical applications for the world . . ."—Michael Bobrik.

"I have found that unlike the movies, there are no 'bad guys,' but rather the good usually outweighs the bad by a wide margin . . ."—Jerry Morgan.

"I would like to lead a productive life . . ."—Paul Bork.

"I would like to take a cruise on the *Hope* or become involved in some peace corps-like activity (after college) . . ."—Austin Mircheff.

"I hope to take an active part in the community, both in elective and volunteer capacities . . ."—William Haas.

● Armored Car

A substantial wage increase for some 50 employees of Brink's, Inc., Armored Car Service in Springfield, Mass., was negotiated recently by Teamster Local 404.

Carmin P. Napoli, Local 404 president, said the 3-year agreement also improved the hospital insurance plan, added 2 holidays, and increased jobless benefits due to sickness or injury to \$60 a week.

Part of the wage increase, 10 cents, was retroactive to last November when the old contract expired.

● Tacoma Win

Teamster Local 461 of Tacoma, Wash., defeated the Retail Clerks recently as employees of Valu-Mart, a tire and automotive shop in Everett, Wash., voted unanimously for the Teamsters in a recent National Labor Relations Board representation election, according to Lewis C. Hatfield, secretary-treasurer of the local union.

Wiretapping Revealed

Supreme Court Orders Rehearing In Hoffa's Chicago Indictment

THE UNITED States Supreme Court has ordered new hearings in Federal District Court in Chicago in the mail fraud case involving Teamster General President James R. Hoffa and six co-defendants because of wire-tap confessions of the Justice Department.

Hoffa has long contended that the government has used extensive wire tapping and electronic surveillance in its efforts to convict him of a crime.

The recent Supreme Court ruling followed admission by Solicitor General Thurgood Marshall before the court that the FBI has listened in on conversations between George Burris and another man. The revelation disclosed that the microphone in the other man's office was installed "by trespass" and that the FBI monitored conversations in his office over a period of two and one-half years.

Although the Solicitor General maintained that any hearing should be confined to the Burris case, the U. S. Supreme Court did not agree.

Interception

The court, speaking of Hoffa, Burris, and five other co-defendants said:

"We consider it more appropriate that each of these petitioners be provided an opportunity to establish, if he can, that the interception of this particular conversation, or of any other conversations, vitiated in some manner his conviction.

"We decide only that further proceedings must be held, and findings and conclusions made, to determine the content and pertinence to this case of any such recorded conversations," the court declared.

In its order, the Supreme Court said:

"Accordingly, we grant the petition for writ of certiorari to each of the petitioners, vacate the judgment of the Court of Appeals (which had upheld the trial court by a 2 to 1 decision), and remand the case to the District Court for further proceedings."

Although the order of the Supreme Court is limited in scope, it serves to substantiate Teamster contentions that the Justice Department used extensive wire tapping and electronic surveil-



President Hoffa

lance in its vendetta against the Teamster General President.

Teamsters have long contended that when he was Attorney General, if Robert Kennedy could not restrain himself from wire tapping persons whom Kennedy wanted to convict far less than he wanted to convict Hoffa, he could not have restrained himself from wire tapping Hoffa.

The Justice Department recently revealed the 19th instance in which wire tapping or electronic surveillance was used while Kennedy was Attorney General, when Kennedy set up a special "Get Hoffa Squad," and during the time when Kennedy had publicly committed himself to jail Hoffa.

Discharge Was Illegal Says NLRB

Knox Homes Corp., of Thomson, Ga., illegally discharged King C. Wiley for his activities on behalf of Teamster Local 528 of Atlanta, ruled the National Labor Relations Board in a recent decision.

The Board also ruled that the company was guilty of interrogating and coercing employees in connection with their union sympathies.

In the case of Wiley, he has served

as an employee for 10 years and was never criticized for his work or conduct until he became a known union adherent and had solicited and obtained signed union authorization cards.

Upholding the trial examiner, the Board said alleged reasons for Wiley's discharge were plainly "pretextual" in character and concluded the firing was discriminatory.

The company was ordered to cease the unlawful conduct and reinstate Wiley with backpay and interest.

● A&P Contract

Teamster Local 729 of East St. Louis, Ill., recently negotiated a new 3-year contract providing gains for 76 drivers employed by the Great A&P Tea Co.

Walter G. Scheumann, vice president of Local 729, said the agreement provides for substantial wage increases over the life of the contract, along with health and welfare and pension increases, 4 weeks' vacation after 15 years and 5 weeks after 25 years.

NLRB Rules In Favor Of Local 404

Sustaining the trial examiner, the National Labor Relations Board ruled recently that Sinclair Co., of Holyoke, Mass., violated the Act by refusing to recognize and bargain with Teamster Local 404 of Springfield, Mass., majority representative.

Refusing to Bargain

The employer contended its refusal was justified because it had a good-faith doubt of the union's majority status. The examiner concluded, however, that the company—by threatening employees with economic losses for engaging in union activity—evidenced its bad faith in refusing to bargain with the union, and established that the rejection was intended to gain time to undermine the union's majority status.

Accordingly, the Board ordered the employer to cease the unlawful conduct and bargain with the union upon request.

National Republican Party Barely Beats Young Hoffa

James P. Hoffa, 26-year-old son of Teamster General President James R. Hoffa, has given Michigan politicians food for future thought in his recent race for a seat in the Michigan State Legislature.

Young Hoffa, victor in the Democratic primary, took on the combined forces of the national Republican Party and a leading presidential aspirant in a special election May 23rd and fell short of victory by only 158 votes, with more than 11,000 votes cast.

The Teamster president's son took up the campaign in the Hoffa tradition, fighting great odds with a willingness to wage his battle with whomever the opposition might be.

The seat to which he sought election in the Michigan legislature held the balance of power, with the state house of representatives evenly divided, and Gov. Romney's legislative program hanging in balance.

Industrial Dollars

Because of the importance of the seat to Romney, the Michigan governor—with his national prestige built up at the expense of millions of industrial dollars—jumped into the battle against young Hoffa who was a newcomer to Michigan politics.

It was a familiar sight in Detroit's 19th district as young Hoffa carried his campaign to the people. The district saw the Hoffa handshake which they had seen so often over the past 35 years. They saw the Hoffa family united to the cause. And they saw the charges and smears thrown with reckless abandon against the young Hoffa.

Romney, the former auto industrialist, introduced the smear himself, charging that young Hoffa would be the captive of the Teamsters, the Auto Workers, and labor in general if elected.

The Michigan governor, who desperately wants to be President of the United States, quickly turned the contest into a smear, knowing that if young Hoffa were allowed to run on his merits he would win the contest going away.

Yet, even with the force of a national political machine cranked up to run in a local contest, Gov. George Romney could muster only a 158 vote majority.

Temporary Defeat

Romney and his national machine were up against a Hoffa. Knowing that, the Romney forces girded for the battle of their lives and only barely escaped.

But, young Hoffa is only 26 years old. It was his first bid for public office. Only recently he was appointed to a research post in the Michigan state senate.

Young Jimmy studied economics at Michigan State University and received his law degree from the University of Michigan. An all-state high school football player, young Hoffa turned down several athletic scholarships to give full-time attention to his studies.

Yes, the national Republican Party and Gov. George Romney defeated a Hoffa in the special election May 23rd, but it should be small consolation to them.

Beating a Hoffa is only a temporary thing, as the years have proved, and it is only a temporary defeat in the life of young, personable, and capable James P. Hoffa.

The only advice young Hoffa had from his father was to run a good, hard campaign. Michigan Republicans will attest that the young Hoffa did just that.

\$1 Billion Road Funds Turned Loose

One billion dollars in frozen highway funds were thawed out early in April by the Johnson Administration in an effort to perk up the nation's economy.

The impact of the fund release is not expected until July due to the lag between contract letting and fund disbursement.

In addition to freeing the highway money, the White House turned loose \$146 million in various federal construction funds withheld under an earlier anti-inflation policy.

The highway fund release represents money apportioned to the states in 1966 and earlier. The \$1 billion represents highway money that was not yet apportioned to the states when it was frozen.

● Freight Office

Seven office employees of Continental Transportation Lines, Inc., and Rand Express Lines, Inc., of Providence, R.I., voted unanimously for representation by Teamster Local 251 in a recent NLRB election, according to Alexander J. Hylek, secretary-treasurer.

Louisiana Retiree

W. N. Smith (second from left), a member of Teamster Local 568 in Shreveport, La., is shown receiving his first retirement check after working as a driver for 38 years. At the check ceremony were (left to right): K. E. Myers, Local 568 president; Smith; L. C. Sanders, recording secretary; W. M. Hays, secretary-treasurer, and Evelyn Barnes, secretary.



Son of Slave

New York Teamster Leader Dies After Suffering Stroke

William Lewis, 68-year-old president of Teamster Local 237 in New York City, died recently a few days after suffering a stroke.

A trustee of the City Employees Union since its founding in 1952 and president since 1960, Lewis' career was one of advancement from extremely humble beginnings.

Son of a slave, he was born in a

2-room frame house in Battleboro, N.C., in 1898. His father was a share cropper and carpenter.

After completing high school, Lewis used his savings from odd jobs to take a 2-year course at the Normal School for Teachers at Elizabeth City, N.C., now State Teachers College.

Upon graduation with a high scholastic standing, Lewis became the



William Lewis

Mine, Mill and Smelter Workers Decry Methods Used Against Hoffa

(Editor's Note: The following resolution was unanimously adopted at a recent meeting of the executive board of the International Union of Mine, Mill and Smelter Workers.)

RESOLUTION

The Executive Board of the International Union of Mine, Mill and Smelter Workers believes that the unsavory methods used by the United States government in its long and ultimately successful campaign to jail Teamsters President James R. Hoffa should be of deep concern to all Americans. We fully agree with Hoffa's recent statement that such tactics, which potentially threaten the security of each and every citizen, have no place in a society which proudly calls itself free and democratic. Such methods in the Hoffa case include the use of testimony by a paid informer, Edward Grady Partin, who furnished the most damaging evidence against the trade unionist in his jury-tampering trial, as even the Justice Department must admit. Additionally, there are widespread indications that wire-tapping and bugging of hotel rooms were involved in Hoffa's conviction.

Mine-Mill is grateful to the International Brotherhood of Teamsters for the moral and financial support it provided to our union during the long and bitter nationwide copper strike of 1959. We believe that assistance was only one example of the sincere devotion to the cause of American workers that Hoffa's leadership has meant to the Teamsters. Others certainly must include the solid contract gains won during his presidency and the great Teamsters' progress in organizing the unorganized.

Yet, our concern about the Hoffa case is prompted less by our high regard for his effective trade unionism than it is by the fact that our union, too, knows well the tribulations of legal harassment. Government charges against Mine-Mill leaders, whose convictions were reversed by the U.S. Supreme Court last year, cost us dearly in time and energy that otherwise might have been devoted to our chief duties as trade unionists. President Johnson, in his State of the Union message to Congress this year, called for legislation to restrict further the use of wire-tapping—a proposal wholeheartedly supported by our union. We believe this and similar legislation to curb other police state tactics to be essential to the proper functioning of our democratic society. The current problem, the Mine-Mill Executive Board believes, is one of the most pressing urgency for all of our country's citizens.

principal of an elementary school in Pit County, N.C. He headed the school and taught the first 3 grades for 2 years. He then began studying at Lincoln University, Pa., for another degree but ran out of money after a couple of years and went to work as a steel mill laborer in Buffalo, N.Y.

Next, Lewis migrated to New York City in 1941 where he worked at a variety of jobs ranging from dock walloper to checker to driver. The same year he went to work for the New York City Department of Hospitals as a hospital attendant. After studies at a city school, Lewis was licensed by New York State as a practical nurse.

Lewis' interest in organizing city government workers began while he was working as a hospital attendant, and culminated in his aiding Henry Feinstein, the first president of Local 237, found a union that was chartered in 1952 as a local of the IBT.

As a trustee, Lewis went to work organizing workers in the City Department of Hospitals and the institutions of the State Dept. of Mental Hygiene.

His success was rewarded with election to the union's presidency. He also was president of Teamster Local 80, a Public Services Employees Union.

He was a member of the executive board of Teamster Joint Council 16 in New York City, a Sunday school superintendent of the Abyssinian Baptist Church, and very active in civil rights.

Driver Training

Teamster-Contractor On-Job Classroom Programmed to Upgrade Construction Skills

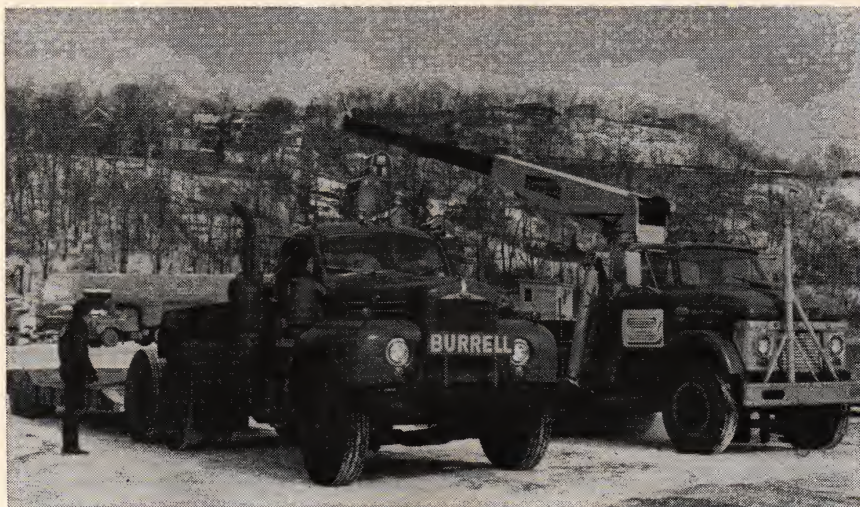
TEAMSTER Joint Council 40 of Pittsburgh and H2AP, the Western Pennsylvania Heavy and Highway Construction Industry Advancement Program Fund, combined forces recently in training experienced construction drivers to upgrade their skills.

The classroom was the great outdoors—on operational construction projects—and the financing of the program came from the fund to which contractors contribute 2 cents for each man-hour worked by Teamsters Union members.

Participating in the training were 41 Teamster drivers already qualified and experienced in the driving of rigs up to Z-plate trucks and some of the larger single-axle units.

The drivers were qualified for the latest sophisticated machinery used in heavy and highway construction. As one Teamster put it, he had been driving for 14 years on the smaller trucks and the training was his first chance to pilot the big, new equipment.

Teamsters were exposed to 24 hours of training spread over 4 consecutive Saturdays. Working closely with the Fund's education committee were Henry Trotto, president of Teamster Local 341 and construction chairman of Joint Council 40, and Charles



The low-boy on the left and the hydra-crane truck on the right were used in training Teamsters under a joint union-management program last winter.

Heineman, vice president of Local 341.

The program got underway with a session on safety and preventive maintenance conducted by Thomas Parry of the Pittsburgh office of the National Safety Council and Bud Mann, district director of Mack Trucks, Inc., and his staff.

In the second session, the program moved outdoors to the Interstate 79 project at Heidelberg, Pa. Helping to make this part of the training a suc-

cess were Pittsburgh area heavy equipment dealers who sent in their newest off-the-road haul units along with instructors. The trainees used the equipment to load and haul from the cut to the fill section of the project.

On the loaded rigs, Bob Vay, a full-time driver, commented: "This is the place to teach. We have a 48 per cent grade hill to go down with a full load and this is what usually scares a driver. This will teach them to use the retarder system and to get rid of a driver's biggest handicap—fear."

Each of the 41 students got his "stick-time" on each of the rigs and also made 3 runs up and down the hill to load and unload. They started out first by driving the unloaded rigs during the morning session to gain confidence and driving skill. They handled loaded rigs in the afternoon.

The third and fourth sessions were held at another project where a plant was being constructed. More equipment was brought in and the students again took their turns at the wheels of the units, qualifying themselves for higher paying jobs in the industry.

More training programs are planned for the future on an annual basis. Robert Fay, contractor and committeeman on the program, said the training helps to create a union-management bond, adding: "This will help to

This end dump truck got more than a once-over from Teamsters learning to operate new, sophisticated heavy and highway construction equipment in an on-the-job classroom.



ease some of the qualified manpower shortages in the construction and specialty fields."

Henry Trotto agreed. He said: "This type of training will open up our overall union structure and create a spot for our apprentice program as advancements occur."

The students also appreciated the

training. Teamster Ed Fichter put it this way:

"This is a good solid program, the best to come our way. It gives us a chance to learn how to drive the big rigs and the new equipment, and at the same time refreshes us on the other rigs that we haven't driven for a while."

Helping Others

Teamster Testimonial Dinner Helps Buy Boys' Club Buses

Some 300 persons attended a testimonial dinner honoring Joseph Bane, president of Teamster Local 614 in Pontiac, Mich., recently and the proceeds from the \$25-a-plate affair went toward purchase of buses for the Boys' Club of Pontiac, Inc.

The dinner was arranged when representatives of the boys' club directed an appeal to the union for assistance in buying 2 buses to transport the youngsters to their various recreational outings.

"Our buses have completely broken down," wrote Clyde Haskill, president of the organization. "No funds are available to purchase other transportation. We have moved our buses and held them together with temporary repairs for 2 years. They have completely fallen apart. On a recent trip, the left rear dual wheels flew off one

vehicle while transporting 50 boys . . . We can no longer endanger lives, and until buses are secured the programs (camping, swimming, skiing, etc.) must be denied the boys."

Local 614 could hardly resist this appeal.

The dinner was whipped up and quickly developed into a testimonial for Bane, recognized for his unselfish devotion to people and organizations in need through the years.

The local union membership swung in to help on the program and a report at the banquet showed that \$11,000 of the needed \$15,000 had been collected toward the goal.

Bane was presented with 3 awards from members of the boys' club, including an Indian headdress.

Little Randy Moshier, a member of the Pontiac Boys' Club, proclaimed Joseph Bane honorary chief of the club after placing an Indian headdress on the president of Teamster Local 614. A banquet helped raise money toward purchase of buses for the boys' club.



14(b) Author Dies in No. Carolina

Former Rep. Graham A. Barden, a Dixiecrat from North Carolina who was generally credited with authoring Section 14(b) of the Taft-Hartley Act and other anti-labor legislation, died recently at the age of 70.

Barden was chairman of the House Committee on Education and Labor from 1950 until his retirement from Congress in 1960.

Barden was described by political observers as an "unreconstructed" opponent of organized labor. He championed much anti-union legislation during his 26 years in the House.

During the 1950's, he teamed with Sen. John McClellan of Arkansas in proposing legislation to curb unions that in 1959 emerged as part of the Landrum-Griffin Act.

Privacy, A Fleeting Thing

"We are rapidly entering the age of no privacy, where everyone is open to surveillance at all times; where there are no secrets from government. The aggressive breaches of privacy by the government increase with geometric proportion. Wiretapping and 'bugging' run rampant, without effective judicial or legislative control."—Associate Justice William O. Douglas, in a recent supreme court decision.

• Airline Pact

Wage increases of 5 per cent in each year of a 3-year agreement with Trans Caribbean Airways were negotiated recently by the Teamsters Union Airline Division for flight dispatchers belonging to Teamster Locals 295 in New York City and 901 in San Juan, Puerto Rico.

The agreement, retroactive to last Jan. 1, covers 20 dispatchers employed by the airline. Other gains included a reduced work week, an overtime increase, extra holidays, and elimination of the assistant dispatcher classification, along with cost-of-living allowances and raises base pay rates.

• Two Contracts

Teamster Local 512 of Jacksonville, Fla., recently signed a road construction firm and a mail transport company to contracts.

Herbert A. Mullaly, Local 512 secretary-treasurer, said an agreement was signed with Houdaille-Duval-Wright Co., a major road builder in northern Florida. Assisting in the negotiation was Thomas H. Owens, director of the National Division of Building Material and Construction Drivers. Also participating in the contract were the Operating Engineers and Laborers.

Mullaly said an agreement also was reached with Davis Mail Transport Co., which operates throughout the state with 30 or more drivers domiciled in Jacksonville.

Davis Mail was the second mail transport Company to sign with Local 512. The first was Hugh Lester Hines with 10 drivers domiciled in Jacksonville.

Sign of the Times

Truck Trailer Industry Boom Predicted by Business Expert

Average annual production of truck trailers in the next 5 years is expected to be between 91,000 and 98,000 compared with an almost 83,000 annual average of the 7 years ended in 1966, according to a business expert whose predictions have proven accurate in this industry in the past.

Marvin J. Barloon, a professor at Western Reserve University in Cleveland, Ohio, presented his forecast of trailer things-to-come at a recent convention of the Truck Trailer Manufacturers Assn.

It was his fourth forecast given at approximately 5-year intervals to the same association, all of which have been unusually accurate in terms of annual average trailer output.

In 1959, Barloon estimated 7-year average yearly shipment would be 82,697 units. The actual figure for

1960 through 1966 was 82,788, a margin of error of only 0.1 per cent.

Getting down to cases for the period 1967 through 1971, the professor's truck trailer crystal ball anticipates annual domestic shipments of 96,900 trailers.

In other forecasts of interest to the trucking industry, he predicts:

—Trailer fleets will expand through 1971 at a yearly average of 21,172 vehicles.

—An evolutionary move from the currently popular 40-foot semi-trailer to 27-foot units hauled in tandem (so-called doubles) is in progress. It could be followed in the next decade by a swing to triples—if enabling state legislation is adopted.

—Piggyback service will increase through 1971 from 1.9 million annual trailer movements to at least 3 mil-

Teamsterettes



Teamster Local 169 of Philadelphia, Pa., has sponsored for the past 5 years a team that participates in the Women's Basketball Assn., world tournament every year. Archie McGowan, secretary-treasurer, said the Local 169 Teamsterettes placed 4th in a field of 11 other teams from all parts of the U.S. and foreign countries in the tournament this year. Miss Martie Byron, Local 169 secretary, coaches the squad.

Medal Award



Edward W. Rice (right), secretary-treasurer of Teamster Local 493 in New London, Conn., recently was honored at a banquet where he received the Bishop McAuliffe Medal Award. Presenting the award to Rice was the Most Rev. Henry J. O'Brien, Archbishop of Hartford, Conn. The McAuliffe Medal is awarded annually to a Connecticut representative of labor and management who has given notable service in the promotion of justice and the betterment of industrial relations.

lion.

—Annual van container production, which averaged 7,000 units from 1963 through 1966, will approach 20,000 in 3 years.

—Detachable van container use will multiply from 50,000 now in service, mostly marine, to more than 450,000 in world use by 1975.

Prof. Barloon supports his conclusions from an in-depth study of underlying forces affecting the trailer-container industry.

He said that the Census Bureau foresees a population of 220 million and a Gross National Product of \$1 trillion by 1975. The attainment of the trillion-dollar GNP will require a movement of 2.5 trillion ton-miles of intercity freight. Last year's ton-mile aggregate was 1.7 trillion.

In commenting on "doubles," the professor said the advantages of the 27-foot lengths over the traditional 40-foot single trailer include greater flexibility, a 35 per cent gain in cubic capacity, and improved mobility.

Test results of 27-foot triples, he said, indicate they can be operated at acceptable standards of safety and efficiency, and it may be assumed triples operations will be affected, especially in the western part of the United States.

Training a 'Must'

Virginia Teamster Offers Tips On How to Stay Safe on Road

If you want to compile the best safe-driving record in your company, says W. W. Weatherford, a Teamster



W. W. Weatherford

with an unblemished 30-year record of driving over-the-road, don't insist upon your "so-called right of way."

Weatherford, a 27-year member of Teamster Local 592 in Richmond, Va., an employee of Carter Bros., Inc., has driven 1,650,000 miles across Virginia without an accident of any kind.

Safe driving is a way of life with Weatherford. He also has a perfect record in driving his own automobile.

He attributes much of his record to early training, explaining:

"When I was first employed, I was assigned to a veteran driver who taught me the ropes. It was 30 months before I got a truck of my own. I was a helper, learning my trade. I would make trips, but in the beginning, I did little driving. As I learned, I would be permitted to drive more of the mileage."

To be a safe driver, says Weatherford, you should know the road you travel. "It even helps to know where everyone lives along that highway—then you will know when they are going to stop or turn off the highway."

Like other Teamsters who drive thousands of miles annually, Weatherford is a keen observer of the private motorist. His advice to the passenger

car driver is to be well rested before a long trip, to have the vehicle checked, and be familiar with the route. While driving, don't exceed the speed limit and be willing to yield the right of way.

Weatherford's pet peeves include the driver who turns from the wrong lane, the driver who comes racing out of the ramp, and the driver who invites disaster by stopping on interstate highways.

New Paper Started by Local 97

Teamster 97 is the name of a new 8-page tabloid newspaper now being published every 2 months by Teamster Local 97 of Newark, N.J.

The publication includes a page in Spanish for the Spanish-speaking members of the industrial and allied workers union.

Joseph G. Biancardi is president and E. Henry Garrod is secretary-treasurer of the local union.

● Power Plant

Eight employees of J. L. Simmons Co., Inc., voted unanimously for Teamster Local 279 of Decatur, Ill., over an Operating Engineers local union in a National Labor Relations Board representation election recently.

Guy Clapper, president of Local 279, said the company operates the power plant for the Firestone Tire & Rubber Co., tire manufacturing center.

● Marshmallows

More than 30 production and maintenance workers at Doumak, Inc., manufacturer of marshmallows and confections in Elk Grove Village, Ill., recently voted for representation by Teamster Local 738 of Chicago.

Michael J. Fomusa, secretary-treasurer of Local 738, said the ballot count was 22 for the union and 12 against. The unit has 34 members.

● Office Victory

A majority of clerical employees at Howard Hall Co., a freight line in Birmingham, Ala., voted for representation by Teamster Local 612 in a recent National Labor Relations Board election.

John T. Pierce, Local 612 secretary-treasurer, said 26 workers were eligible to ballot. The vote tally was 15 to 11 in favor of the Teamsters.

Scholarship Winners



Lou Lanni, secretary-treasurer of Teamster Local 830 in Philadelphia, is shown congratulating the winners of the 5th annual scholarship awards named in his honor. The young ladies, each of whom receives a \$4,000 grant to a college of her choice, are (left to right): Barbara Healy, Mary Anne Mokriski, Maryann Bestler, and Nancy Dunleavy. The scholarships, given exclusively to children of Local 830 members only, have reached 16 in number as \$64,000 had been allocated in college tuition grants the past 5 years.

Off the Floor

'Never Say Die' Organizer Rebuilds Local After Loss

Two years ago when several Teamster local unions lost a total of 3,200 members working for Railway Express Agency through a quirk in National Mediation Board election rules, the loss hurt several affiliates and almost spelled death for Teamster Local 808 of New York City.

Almost the entire membership of Local 808 was in the REA work force. As a matter of fact, noted John Mahoney, secretary-treasurer of Local 808 recently, "we had 11 members left when we were decertified."

Mahoney began trying to rebuild immediately. Literally operating on a shoe-string, he managed to get some small shops organized through the months. It wasn't until mid-1966 that things really began looking up for Local 808.

That was when members of the Brotherhood of Maintenance of Way AFL-CIO employed on the Long Island Railroad began complaining about their representation. They had been with the Brotherhood 30 years and were dissatisfied with their contract.

Teamster John Mahoney wouldn't say "die" when his local union lost 99 per cent of its membership a couple of years ago. He made a comeback capped by a big organizing victory on the Long Island Railroad.



Mahoney began a campaign of getting cards signed and by August had 500 inked. He petitioned for an election with the National Mediation Board for the 840 track maintainers working in the New York area.

Finally the election was held last Jan. 9 and Teamster Local 808 ousted the BMW by a count of 573 to 154. A second election on the same railroad in March resulted in Local 808 defeating the Transport Workers, 22 to 3, for the men who maintain railroad floats for ferries.

Now the Teamster affiliate has more than 1,300 members—up from 11 in 2 years—and, in fact, notes Mahoney, "we will have as of this month 200 more members than we did with REA."

Mahoney has already notified the Long Island Railroad that Local 808 wants to open negotiations on a contract "which will give the maintenance of way men wages at least as high as New York City subway employees get."

Such is the story of Teamster perseverance in the desire to bring better wages and working conditions to people who desperately need improvements in their jobs.

Boss 'Helps' Win Election

Teamster Local 102 in Newark, N.J., recently won a National Labor Relations Board representation election at H.P.L. Industries, Inc., of Mountainside, N.J., a metal stamping plant, with the unexpected "help" of the boss.

It seems that on the morning of the balloting, the boss got his 35 employees together and started relating all the benefits he gave them—and which they might lose if the union won—and added, "I even give you a free parking lot."

At this point, one of the employees asked the boss with a pleasant smile, "If the union wins are you going to put in parking meters?"

That did it. The employees voted 26 to 1 for the local union of which Ben Merker is the secretary-treasurer.

Local 270 Adds 250 to Membership Roles

Teamster Local 270 of New Orleans, La., has gained more than 250 new members in recent months as a result of nearly a dozen representation election victories.

Charles D. Winters, president of Local 270, said the largest win was at the New Orleans Shrimp Co., where more than 100 workers cast ballots in the National Labor Relations Board election—83 for the Teamsters and 21 against.

Twenty-nine workers at Jimco Material Services, Inc., voted 27 to 2 for the union. At Air Reduction Co., 17 workers voted for the union and 10 against, while in the garage, all 12 workers were for the union.

Laboratory workers at American Sugar Refinery in New Orleans went Teamster as 13 votes were counted for the union, 6 against, and only 1 ballot went to the Packinghouse Workers.

Grinnell Pipe

Workers at Grinnell Pipe Co., voted 7 to 5 for the union, and 13 employees at the Ready Mix Concrete plant in New Orleans voted unanimously for the union.

Office workers at Campbell "66" Freight Lines voted Teamster by a count of 9 to 3. All 10 employees of Jacat Concrete cast their ballots in favor of Local 270.

Of 10 workers at Goodyear Rubber Co., the ballot count was 7 to 3 for the union. Nine workers at Dixie Concrete Products voted unanimously for Local 270.

Winters said contracts containing good wage increases and benefits already have been negotiated at Ready Mix, Jimco, Campbell, and Dixie.

● Florida Win

Mechanics and helpers working at Cummins Diesel Sales Corp., in Jacksonville, Fla., voted unanimously for representation by Teamster Local 512 of Jacksonville in a recent National Labor Relations Board election.

Herbert A. Mullaly, Local 512 secretary-treasurer, said 20 workers were eligible to ballot and 13 voted. The company is engaged in the sales and repair of Diesel engines and trucks.

All Regions Gain

1966 Intercity Truck Tonnage Increases 7 Per Cent Over '65

Tonnage of intercity freight transported by truck during 1966 was up 7 per cent compared with 1965, ac-

cording to an annual analysis made by the American Trucking Association, Inc.

Teamster-Sponsored

Detroit Bantam Hockey Team Wins 4th National Crown

That Detroit Bantam Hockey Club composed of youngsters 14 years and younger and sponsored by Teamster Local 247 recently won their fourth national championship in 5 years.

Ending their season with a record of 55 wins, 2 losses, and a single tie, the Teamster Bantams also won their fourth Michigan state title, and their sixth Detroit city championship in the process. Local 247 has sponsored the team for the past 9 years.

This year's championship club was marked by the presence of two sons of Gordie Howe, the great Detroit right wing and all-time high scorer of the National Hockey league. Marty Howe, 13, played defense, while his younger brother, Mark, performed as a center.

Three members of the Detroit team were selected as members of the all-star national team following the championship tournament. They were

Casey Cowell, goalie, Pat Donnelly, right wing, and Ron Serafini, defense.

Undefeated in 17 league and playoff games, the Detroit city kings beat 4 clubs to qualify for the state finals, rolling up a record of 16 goals scored against the opposition while allowing only a single goal in their own net.

They won the national crown in the tournament at Erie, Pa., late in March by defeating New Jersey, 12-1, New York, 13-4, and Minnesota, 4-2.

The Teamster Bantams' other national championships were won at Lake Placid, N. Y., 1961-62, and in Detroit 1962-63, and 1964-65.

The team was coached by Walt Mahar and managed by Don Frushour. Needless to say, George Strandloff, secretary-treasurer of Local 247, beamed with pride when the hometown club came home with a sack-full of trophies.

These youngsters sponsored by Teamster Local 247 in Detroit, Mich., recently won their 4th national bantam hockey championship (left to right): Standing—Don Frushour, manager, Ron Serafini, Jay Barron, Bob Goodenow, Gary Kardos, Giff Sirovey, Mark Howe, and Walt Mahar, coach; Seated—Jack Johnson, Pat Donnelly, Casey Cowell, Don Fardig, Dave Fulton, and Marty Howe.



All regions gained in tonnage hauled by 2,508 Class I and II (revenues in excess of \$25,000) intercity common and contract motor carriers of property.

The 2,508 carriers transported a total of 554,512,170 tons of intercity freight in 1966. The total in 1965 was 518,154,615 tons.

General freight consumed most of the total with slightly more than 225 million tons last year. Liquid petroleum accounted for nearly 137 million tons. Both figures were gains over 1965.

Common carriers accounted for 91.1 per cent of the total tonnage last year, a slight increase over the 1965 mark of 90.6 per cent.

Contract carriage declined in 2 regions—the Southwestern by 8 per cent and the Northwestern by 6.7 per cent—compared with 1965 totals.

Following is a regional breakdown of all intercity truck tonnage hauled by all carriers in 1966:

Southern—358 carriers hauled 77,793,223 tons for a gain of 9.2 per cent.

Central—556 carriers hauled 148,319,283 tons for a gain of 7.7 per cent.

Northwestern—114 carriers hauled 35,399,458 tons for a gain of 7.4 per cent.

Mid-Western—171 carriers hauled 33,256,666 tons for a gain of 7.2 per cent.

Pacific—260 carriers hauled 54,577,607 tons for a gain of 7.0 per cent.

Middle Atlantic — 622 carriers hauled 121,814,207 tons for a gain of 6.8 per cent.

New England—182 carriers hauled 18,883,207 tons for a gain of 5.8 per cent.

Southwestern—167 carriers hauled 47,308,108 tons for a gain of 3.7 per cent.

Rocky Mountain — 78 carriers hauled 17,160,321 tons for a gain of 2.4 per cent.

● Clerical Win

A big majority of office employees at Pacific Intermountain Express Co., in Akron, Ohio, voted for representation by Teamster Local 521 of Cleveland, in a NLRB vote.

Jack Fait, Local 521 secretary-treasurer, said the ballot was 28 for the Teamsters, 4 for the Office and Professional Union AFL-CIO. The bargaining unit has 45 members.

Back to Economic Jungle

Chamber of Commerce-NAM Work Nights Promoting Labor-Crippling Legislation

THOSE perennial union-busters—the U.S. Chamber of Commerce and the National Association of Manufacturers—are in bloom again, but with a different blossom than in past years.

Whereas before the CC and NAM representatives would trudge up Capitol Hill with their poisonous load of anti-union spray, now they are delivering pep talks to their own in cities far from Washington, D.C.

But they are speaking loud enough to be heard by Congress.

And whereas before they ranted and raved for restrictive legislation to be imposed upon organized labor, now they politely discuss “needed changes” in “labor policy.”

They found the hard sell didn’t sell before.

Yet their weedy tale is still a stinkweed. Everything they talk about strikes at the roots of union solidarity—that hardy flower growing in our economic garden.

Opening the onslaught in recent weeks were M. A. Wright, president of the Chamber of Commerce, and William K. Zinke, a vice president of the NAM.

Wright was the most garrulous. Addressing the Greater Boston Chamber of Commerce, he said some 40 trade associations—including the CC—have joined together in developing a “program of labor law reform” and have enlisted the aid of 150 “labor law experts” to prepare proposed changes in the federal labor law.

Rather brazenly, Wright said the

proposed changes were “realistic and reasonable, and are not anti-union.” (The Taft-Hartley Act revisions that business would propose to Congress, however, have not been made public this year.)

Wright discussed recent strike situations and brought up that still-young myth about how the public concern is growing “over the effect of certain unions’ actions on individual freedom,

employer rights, and the national interest.”

He discussed the proposals for dealing with industry-wide shutdowns—carefully avoiding any talk of lockouts—and opined that most of the current proposals do not seem satisfactory to either labor or management. This paved the way for his real pitch.

Wright declared that there are areas

6 Million Miles



Three members of Teamster Local 886 in Oklahoma City, Okla., who have amassed a total of 6 million accident-free miles on the road, were presented safety awards and “Million Mile” watches recently by the company for which they work—Yellow Transit Freight Lines, Inc. Shown at the ceremony are (left to right): Cliff Hill, driver superintendent for the company; Marshall V. Gravitt, 19 years on the job; Homer M. Minnick, 23 years, and Robert B. Snider, one-time Oklahoma driver-of-the-year, 33 years.

of labor law reform that could remove many of the causes of present "problems." (This remark had its birth in the findings of the NAM Center for the Study of Union Monopoly Power, a secretive union-busting project first reported in the *International Teamster* in late 1962.)

The Chamber president said there was a need to bring into better focus the rights of the individual, whether union members or employers, and to reevaluate the rules of collective bargaining. He said, "We can offer suggestions to Congress and to the American people on how labor policies and laws can be redefined or changed *to more clearly reflect today's conditions.*" (Italics added)

Wright told his audience of business barons that he would accept as general guides those he said were laid down some years ago by the late Graham Barden of North Carolina, former chairman of the House Labor Committee. (It was Barden who inspired much of the anti-union legislation of the 1950-1960 period.) He said:

"First, our proposals should avoid anti-union intent; second, we should

refrain from asking Congress for action that we know to be politically impossible; and third, our proposals must be those which the public can accept as fair and reasonable. . . ."

Wright very definitely stated the CC view that the National Labor Relations Board should be given a new set of hand-tooled definitive guides for use in resolving labor-management conflicts. He questioned the Board's interpretation of what constitutes "good faith" bargaining.

He concluded:

"Finally, one other major policy area which needs careful consideration by Congress is the extent to which labor laws should override other basic laws and rights. In particular, Congress should establish some policy on the extent to which such things as basic property rights, the right of free speech, the right of privacy, and the right to protect confidential information should yield to labor law interpretation."

This was a bald appeal for an it's-all-right-for-me-if-it's-bad-for-you national labor policy.

Zinke of the NAM got down more to cases in his talk before the associa-

tion's week-long industrial relations institute meeting at Litchfield Park, Ariz., recently.

While he also harped on the need for "labor law reform," at least he was a little more explicit.

He said, for example, that national labor law reform should be undertaken to correct what he called "the imbalance of powers between labor and management." He listed the NAM's recommendations, some of which are pure smoke screen in view of existing statutes that protect both labor and management in the collective bargaining process.

All the proposals, in one fashion or another, would destroy union security, subvert union organizing freedoms, smash picketing, or minimize union effectiveness at the bargaining table.

The NAM recommendations for curing the "problem" were:

1—The scope of collective bargaining should not include such management decisions as the right to contract out work, the right to close a plant, or the right to choose methods of operation.

2—The employer should have the right of free speech at all times.

3—Common-situs and other picketing designed to obtain bargaining rights should be outlawed.

4—The individual employee's right to decide, in a secret ballot election, whether or not he wishes to be represented by a union, should be protected without exception.

5—The rights of union members to dissent and to refrain from union activities should be preserved inviolate.

6—Unions should be permitted to bargain only in units which the NLRB has certified, based on the preferences of the employees directly involved, and not as coalitions.

Like we said in the beginning, it's the same old stinkweed.

● Florida Beer

Employees of August A. Busch Co., of Florida voted 3 to 1 for representation by Teamster Local 388 in Tampa in an election conducted recently by the Florida Mediation Service.

The Tampa-based firm is the South Florida distribution branch of the Anheuser-Busch Brewing Co., and was the only unorganized company-owned distributor of Budweiser beer in the country.

Goodwill Helpers



Volunteers from Teamsters Local 676 in Collingswood, N.J., annually donate their time to help pick up bundles at various locations that have been gathered by the Boy Scouts in the South Jersey area and then deliver them to the Goodwill Industries in Camden, N.J. Truck lines donate equipment for the task. Giving their services this year were (left to right): Chick Widen, Mike Storms, Joseph Storms, John P. Greeley, Local 676 president, Joseph Myers, Leo Kavanaugh, and Boyd Jackson.

● Consumer Price Index

The Consumer Price Index increased 0.3 per cent in April to reach a record high of 115.3 per cent of the 1957-59 average.

Arthur M. Ross, commissioner of the Bureau of Labor Statistics, commented that the reports showed "we are by no means out of the woods as far as price increases are concerned."

Medical costs continue to lead the parade of increases as illustrated by the fact that medical-care services were up 9.3 per cent from April of 1966.

● Wiretapping a Crutch

Too many law enforcement officers use wiretaps and "bugs" to cover up their education and training weaknesses, in the opinion of John G. Neely, chief of the Social Security Administration's investigation branch.

Testifying before a Senate subcommittee considering legislation to outlaw wiretapping except in cases of national security, Neely stated: "Many major crimes of the century were solved before such devices were developed. Unfortunately, in my opinion, too many law enforcement people have resorted to the wholesale use of such equipment as a short-cut or as a method of overcoming personal deficiencies in general education or broad training in their field."

He added that investigators who have ready access to electronics equipment become addicted to its use "and lean on them as a crutch even in cases which probably could be solved readily through the use of other techniques."

● Corporate Profit Record

Corporate profits set a new record in 1966, according to an analysis of earnings of 3,850 leading companies by the First National City Bank of New York.

After-tax earnings of companies included in the bank's study totaled \$38.2 billion last year—up 10 per cent from the 1965 mark.

The bank concluded that 4 of every 5 companies surveyed recorded higher earnings in 1966, and attributed the gain to the boost given sales by defense expenditures and the capital spending boom.

● Domestic Freight Revenue

Estimated gross revenues for all federally-regulated domestic freight carriers in 1965 totaled \$21.1

billion, according to "American Trucking Trends 1966," annual report made by the American Trucking Assns., Inc.

Division of the revenue was: Motor carriers, \$10.1 billion, 47.9 per cent of the total; railroads, \$9.3 billion, 44.1 per cent; oil pipelines, \$903.8 million, 4.3 per cent; airlines, \$464.3 million, 2.2 per cent, and water carriers, \$307.8 million, 1.5 per cent.

● Delinquent Employers

An Internal Revenue Service report shows that 289,552 employers set a tax delinquency record when they failed to turn in the income and Social Security taxes they deducted from their employees' wages in 1966.

The employers pocketed \$312,636,000—some 29 per cent more than the \$222,296,000 they pocketed in 1965. The employers are subject to fines and prison sentences.

But even if the government never gets the money, employees of delinquent firms are protected. The IRS says that once the taxes have been withheld, the government credits income tax and Social Security accounts of the worker even if the money has not been turned in.

● Newspaper Monopoly

Industry statistics show that 44 per cent of all daily newspapers in the United States are controlled by chains, and 54 per cent of all papers sold daily are published by multi-paper corporations operating in more than one city.

Thirty chains alone own 308 major newspapers, controlling 40 per cent of all daily newspaper distribution.

In 1910, most cities of any size had competing dailies—now only 4 per cent have such a condition. Also in 1910, there were 2,200 newspapers published in 1,200 cities and 53 per cent of all urban places had their own paper compared with 24 per cent now.

● Texas Credit Code

Texas consumers are laughing bitterly about the generosity shown recently by the state legislature in enacting a new consumer credit code.

Among other features, it limits the maximum interest rate on short-period small loans—those of less than \$100—to 240 per cent a year. The ceiling had been 320 per cent.

One legislator, fighting for a lower maximum rate, said the new rate without doubt is the highest in the nation.

● Teamster Organizing

As usual, Teamster organizing efforts dominated the National Labor Relations Board representation election statistics for the month of March.

In single-union elections, Teamster affiliates took part in 32 per cent (213 of 669) of the ballots, won 35 per cent (130 of 373) of the single-union elections won by all unions, and gained better than 16 per cent (2,597 of 15,562) of all employees eligible to vote in those elections.

Teamster affiliates also won 20 multi-union elections in which 1,333 members were gained in new bargaining units.

● Wages and Profits

"Wages and profits are both incomes, and the relationships between the two determine in large measure the equilibrium or disequilibrium between investment and consumption. Guideposts for wages, with no guideposts for profits, are economically unsound, and unfair, and exacerbating to boot. Wage trends and price trends are not comparable in this sense; besides, there are no real and effective guideposts for prices, but only vague exhortations . . ." —Leon H. Keyserling, former chairman of the Council of Economic Advisers.

● Consumers Lose Again

Apparently food chains believe housewives now have foresaken the boycotting indulged in by many of the ladies and resulting in lower prices at the markets last fall.

The March consumer price index released by the Labor Department showed a sharp disparity between wholesale and retail prices.

Grocery prices in the retail stores were down only 0.2 per cent since last September, but wholesale food prices decreased 6 per cent in the same period of time.

Asked how come, Arthur M. Ross, commissioner of the Bureau of Labor Statistics replied frankly: "It indicates that the decline in farm prices has only partially been passed on to the consumer."

● Defense Impact

A Senate antitrust subcommittee is expected to hold hearings this summer on the impact of defense spending on prices and competition.

There has been a growing feeling on Capitol Hill that the Defense Department has not been trying hard enough to encourage competition for its contracts.

One fact already unearthed by Senate investigators is that nearly half the \$40 billion spent annually on defense goes to 25 companies.

● Student Political Faith

A recent survey of 400 students at 16 colleges across the nation showed they have very little faith

in politicians of either the Republican or Democratic parties.

In fact, only 23 percent of the students were willing to admit affiliation with either of the major political parties.

The Gilbert Youth Research Report found that 26 per cent of the students interviewed considered themselves liberal, 25 per cent independent, and 21 per cent conservative.

Seventy-seven per cent of the students said they believed the average politician was short on integrity and was influenced most of the time by pressure groups.

● Social Security Payments

A record \$20 billion in cash benefits was paid out to 22,800,000 persons by the Social Security Administration last year.

About 17,600,000 of those receiving benefits at the end of 1966 were 62 years of age or older. Another 1,700,000 were disabled workers under 62 and their dependents.

Some 2,700,000 Social Security beneficiaries were young widowed mothers and their children; they received some \$2.2 billion over the year.

● Pickets for Rent

A group of students from George Washington University are taking advantage of the heavy traffic in picketing around the White House, establishing a company called "Proxy Pickets."

Inspiration for the idea came to one student when he was at the White House picketing a group of pickets opposed to views he held.

The students say they will picket the White House for anyone except far-out extremist groups like the American Nazi Party. They also draw the line at violence.

● Puerto Rico 'Wage' Scandal

Minimum wages set by the Labor Department for job classifications in 31 Puerto Rican industries recently ranged from 31 cents an hour in one area to \$1 an hour for 25 others—all of them are newly covered under the Fair Labor Standards Act for the first time as a result of the 1966 amendments.

● Runaway Plants

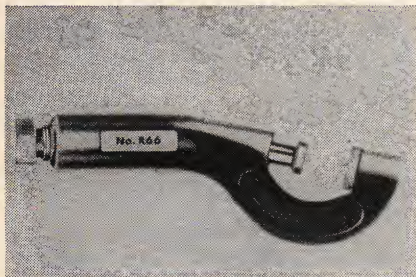
Congress has yet to outlaw the sale of tax exempt bonds by southern states and some 30 states are still selling them.

Sales jumped from \$85 million in 1962 to more than a billion dollars last year as states paved the way for northern industry to move south, relatively tax-free, and build runaway plants.

Employment figures reflect the move. Industrial jobs have decreased about half a million in the north and increased the same amount in the south-land.

WHAT'S NEW?

Nut Loosener



This handy gadget can put a 25,000 pound squeeze on rusted or balky nuts, popping them off without the use of a hammer. In the process, bolt threads and tempers are saved. Made of forged steel with ball thrust bearings, the tool is set on the nut, the forcing screw is turned down by hand until it grips the nut firmly, and the final force is applied with a ratchet wrench. It handles nuts from 5/16 to 13/16 inches.

Oil Line Cleaner Kit

A new oil line cleaner kit can clean plugged or gummed-up lines in minutes, and also indicates camshaft bearings which have rotated out of alignment with oiler holes. To clean lines, you remove the rocker arm, secure the proper adapter (two are included) over the oiler hole, and force grease through the fitting. When the engine is turned over, pressure from the oil pump forces the grease and contaminants back through the fitting. When clean grease comes through, you know the lines are clean. If after repeated attempts the clean grease fails to appear, you should suspect a rotated camshaft bearing is blocking the oil channel. The whole kit comes in a plastic case, with instructions for both V-8 and 6-cyl use.

Miniature Vehicle Vacuum

This handy gadget plugs into the cigarette lighter where one is available, or can be adapted to standard battery terminals, and is reported to

be powerful enough to pull up pebbles, leaves, sand and ground-in road dirt. It comes with two attachments—one for fitting into the hard-to-reach crevices around pedals and between seats, for example, the other for general cleaning of seats and floor. The body is made of high-impact polystyrene. 12 volt only.

Miniature Parts Box

This box is calculated to keep nuts, bolts, small washers and other small parts organized for even the most casual worker. Bin divider tabs can be used to subdivide the compartments provided by major dividers. These can be located in slots on 2" centers. By using the smaller dividers, up to 12 compartments in each 2" wide space can be provided. The box is equipped with a built-in tumbler-type lock for security, and special hinges which can only be removed or adjusted from inside. The box is weatherproofed by a wide, overlapping lid with drip-molding. Factory-finished in white enamel, the boxes can be quickly mounted with hand tools.

Auto-Pot



Another accessory designed for plugging into cigarette lighter, but adaptable to other connections, this accessory can keep beverages either hot or cold. The device has a patented thermostat which controls the heat, or cooling, and prevents boiling or freezing. It will hold almost two

pints of liquid, and comes in both 6 and 12-volt models.

General Purpose Pump



A hand-operated pump weighing 20 pounds, this unit can handle a number of small industrial jobs such as pumping out loading docks, sumps, vats and tanks. It is also useful as an emergency device for service trucks. The maker says it will pump sludge and slurries as well as clear water, and it can pump one gallon a stroke, can discharge up to 10 feet above intake, and has 2 inch hose connections.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

The Guy's A Genius!

A young man applied to a finance agency for a job but he had no experience. He was so intense that the manager gave him an account to collect with the promise that, if he collected it, he would give him the job.

"He'll never collect it" he told his secretary. "It's that mechanic down the street who's owed us the money for three years." Much to his surprise the young man came back with the entire debt in his pocket. "This is amazing!" said the manager "... just how did you do it?"

"Easy" replied the youngster. "I told him if he didn't pay up, I'd tell all his other creditors he had paid us!"

Still Dull for Her

A man took his daughter on a trip to New York. They went to one of those plays that made father blush a bit.

"I'm sorry, Dorothy, that I brought you here," he said. "This is hardly a play for a girl of your age."

"Oh, that's all right, Dad. It'll probably liven up a bit before the end."

Hard Lesson

"I suppose this new pen is a surprise?" the clerk asked.

"It certainly is," the customer answered. "It's for my son who just started college. He's expecting a convertible."

"Starvation" Diet

Two hired hands from neighboring farms were telling each other their troubles. One was complaining about not getting enough to eat.

"Only this morning," he said, "the cook says to me, 'Do you know how many pancakes you've et already this morning?' I told her I didn't have occasion to count 'm 'Well,' says she,

'that last one was the 26th.' And it made me so wild I got up from the table and went to work without my breakfast."

Perfect, but . . .

Father: "What happened to that waterproof, shockproof, unbreakable anti-magnetic watch we gave you for Christmas?"

Son: "I lost it."

The big time Charley said to the well-stacked Indian girl. "I've got two-bits that says I can take you out and show you the best time you ever had."

"I've got a buck that says you can't," retorted the girl.

A persistent salesman refused to leave when the secretary told him the boss was out. An hour passed, then two. Finally, weary of being a prisoner in his own office, the boss admitted the salesman.

"My secretary told you I was out," exclaimed the puzzled boss. "How'd you know I was in?"

"Easy," explained the salesman. "Your secretary was working."

Modern Proverb

A father sent his two sons into the hills on a cold night to herd sheep. Later he went out to see how they were getting along. He found one son dutifully watching the sheep and asked, "How are you?" "Fine father," replied the son, "but my lamp has gone out and I am cold." Whereupon the father gave the boy a new wick for his lamp.

The father then came upon the second son who was fast asleep under a tree. He woke him and asked, "How are you?" The boy replied, "I am cold, father, and need a new wick for my lamp." The father shook his head and said, "You shall not have it. There is no wick for the rested."

Nothing Much

Two Madison Avenue advertising men were chatting over a liquid lunch. Seems an acquaintance of theirs from the ad world had just gone to that Great Big Agency in the Sky. One said:

"Did you hear about George

Smith? He died last night!"

"Good Lord," said the other, "what did he have?"

"Nothing much," said the first guy, "just a small toothpaste account and a beer client—nothing much worth going after."

Not True to Life

It was a very tense scene in the film. The audience sat enthralled. Suddenly the hero slapped the heroine in the face.

In the stunned silence which followed a little voice piped up.

"Mammy," it said, "why doesn't she slosh him back like you do?"

Said one man to another: "You didn't laugh at Smith's joke. I thought it was quite a good one."

"It was a good one," replied the other, "but I can't stand Smith. I'll laugh when I get home."

Very Normal Guy!

First driver: "I can't stay for a drink . . . I got to go home and explain to my wife."

Second ditto: "Explain what?"

First: "How do I know? I ain't home yet!"

Brave Man

"John," said the nervous woman, nudging her husband, "did you hear anything?"

"Yes, dear, it must be burglars."

As he spoke he began to get out of bed. "Oh, John, do be careful! Don't take any risks. What are you going to do?" asked the wife.

"Lock the bedroom door," was the firm reply.

Man of Tomorrow

Freshman, in a barber shop: "How long will I have to wait for a shave?"

Barber, after close inspection: "Oh, about a year—maybe two."

'Not Voluntary'

The mistress was looking over the new maid's references before engaging her.

"Do you think you will settle down here?" she asked, after a while. "Remember, you've left a good many jobs."

The girl smiled confidently.

"Yes, ma'am," she replied. "But I didn't leave any of them voluntarily."

FIFTY YEARS AGO

in Our Magazine



Vol. XIV

(From the June, 1917, issue of the TEAMSTER)

Number 6

Prepare for the Military Draft

In this period of excitement do not lose your heads. If the draft law takes from your family some member of it you must submit, be patient. Hope and pray that he will return to you. If your union is confronted with new conditions through the drafting of men into the army, your union must be watchful that those who succeed or take the places of the men drafted shall become members of the union. This is the great work that is now going to confront us.

If the war lasts for two more years there will be a shortage of male labor in our country in all trades and callings and particularly in those belonging to the male sex in view of the nature of the work. If the young and healthy between the ages of twenty-one and thirty are taken away the union must admit to membership those under twenty-one and over thirty without discrimination.

Do not wait until it is too late—start right in just as soon as the new men become employed. Do not allow the boss to tell you that this man, because he is older than the man whose place he has taken is not entitled to the same wages. Do not stand for this condition. See that our wage scale is carried out. This condition will confront you, and if you allow it to get away from you once, you will have an awful time trying to get it back. Maintain the conditions that you have; keep up the standard of wages; be watchful and careful, hoping and trusting that time which is the great healer of all things will straighten out the awful situation that now confronts us.

Where Do We Stand In The War?

A world war is on. The time has not yet come when war has been abolished.

Whether we approve it or not, we must recognize that war is a situation with which we must reckon. The present European war, involving as it does the majority of civilized nations and affecting the industry and commerce of the whole world, threatens at any moment to draw all countries, including our own, into the conflict.

Our immediate problem, then, is to bring to bear upon war conditions instructive forethought, vision, principles of human welfare and conservation that should direct our course in every eventuality of life.

The methods of modern warfare, its new tactics, its vast organization, both military and industrial, present problems vastly different from those of previous wars. But the nation's problems afford an opportunity for the establishment of new freedom and wider opportunities for all the people.

Modern warfare includes contests between workshops, factories, the land, financial and transportation resources of the countries involved; and necessarily applies to the relations between employers and employes.

As our own country now faces an impending peril, it is fitting that the masses of the people of the United States should take counsel and determine what course they shall pursue should a crisis arise necessitating the protection of our republic and defense of the ideals for which it stands.

In no previous war has the organized labor movement taken a directing part.

Labor Must Make Constructive Proposals: Like it or Not, We Are Faced With Conflict

Labor has now reached an understanding of its rights, of its power and resources, of its value and contributions to society, and must make definite constructive proposals.

It is timely that we frankly present experiences and conditions which in former times have prevented nations from benefiting by the voluntary, whole-hearted cooperation of wage-earners in war time, and then make suggestions how these hindrances to our national strength and vigor can be removed.

We maintain that it is the fundamental step in preparedness for the nation to set its own house in order and to establish at home justice in relations between men. Previous wars, for whatever purpose waged, developed new opportunities for exploiting wage-earners.

Not only was there failure to recognize the necessity for

protecting rights of workers that they might give that whole-hearted service to the country that can come only when every citizen enjoys rights, freedom and opportunity, but under guise of national necessity, labor was stripped of its means of defense against enemies at home and was robbed of the advantages, the protections, the guarantees of justice that had been achieved after ages of struggle.

For these reasons workers have felt that no matter what the result of war, as wage-earners they generally lost.

As the representatives of the wage-earners we assert that conditions of work and pay in government employment and in all occupations should conform to principles of human welfare and justice.

The cornerstone of national defense is justice in fundamental relations of life—economic justice.

Lower Food Prices or Better Wages and Conditions

Between every issue of our Journal new circumstances arise in our country which places the average working man this month at a disadvantage over the conditions under which he labored last month.

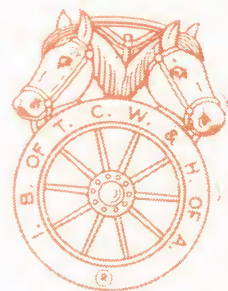
From all expert reports, governmental and otherwise, which we read in the papers, it has been emphatically stated that there is no necessity or any reason for the enormous prices on food stuffs now existing. There are instances where

the farmer has sold wheat at \$1.25 a bushel and this same wheat has sold at \$3.40 a bushel in the Chicago markets. One case has been presented to us where a car load of beans were unloaded in Boston and distributed by a retailer to the consumer at 34 cents a quart. Seven years ago those same kind of beans were sold at 5 cents a quart. This is the condition that makes it almost impossible for the working man to live.

KNOW... YOUR UNION and its CONSTITUTION

YOUR rights are the bedrock of the Teamsters Union! Your guarantee of democratic participation in your union's affairs is what makes this organization the strongest trade union in the world!

And those rights are spelled out in the newly-revised constitution — which you should own, read and keep. The new edition, complete with revisions made by delegates to the 1966 convention, is now available. This document outlines, word for word, the rights of members in one of the most democratic of all trade unions.



Constitution

Adopted by the
Miami Beach, Florida, Convention
July 4-7, 1966

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